Education
Relations
Commission

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Education Relations Commission

Number 34

Salary Relativities,

1975-76 to 1983-84

April, 1984

Page(s)	Secondary Panel	Board Average Weighted On-Grid Salary	% Change 1975-76 to 1983-84	Board Average Weighted On-Grid Salary as % of: Provincial Average	Regional Average
59,123	Huron	39168	217.4		
59,120	Kapuskasing	36660	213.4	96.3	
59,114	Kenora	40644	213.9	106.8	104.5
59,123	Kent	38120	211.4		
60,120	Kirkland Lake			98.3	99.3
60,114	Lakehead	39682	214.6		
60,114	Lake Superior			93.9	91.8
61,123	Lambton	38720	223.5	101.8	103.0
61,134	Lanark			96.1	96.2
61,135	Leeds & Grenville	37153	209.2		
62,135	Lennox & Addington	38045	208.8	100.0	
62,129	Lincoln	39503	205.1		
62,124	London			96.6	97.9
62,117	Manitoulin	38100	213.8	100.1	99.9
63,117	Michipicoten	36602	224.1	96.2	96.0
63,124	Middlesex	37723	209.3		100.4
63,120	Muskoka	36657	206.3		
64,129	Niagara South	38345	215.8		
64,115	Nipigon-Red Rock	37931	216.2		
64,120	Nipissing	39396	202.0		
64,129	Norfolk	37491	203.3		98.3
65,117	North Shore	34532	191.6		
65,129	Northemberland			97.8	97.5
65,130	North York	38950	210.1		
66,135	Ottawa	38882	196.0	102.2	
66,124	Oxford	36849	200.4		
66,130	Peel	38469	211.3	101.1	100.9
67,125	Perth	38141	213.0		101.5
67,130	Peterborough	38908	210.9		
67,135	Prescott & Russell	36872	208.4	96.9	96.9
67,131	Prince Edward	37779	217.5		
68,115	Red Lake	36221	220.8	95.2	93.1
68,136	Renfrew	37071	204.6		
68,118	Sault Ste. Marie	38459	212.1		
69,131	Scarborough	37984	208.5		
69,131	Simcoe			100.1	99.9
69,136	Stormont	38264	219.3		
69,118	Sudbury	38974	227.4	102.4	
70,121	Timiskaming	38401	222.4	100.9	102.0
70,121	Timmins	36582	217.8		97.2
70,132	Toronto	38641	202.8		
71,132	Victoria	36600	204.4	96.2	96.0
71,132	Waterloo	38008	199.9		100.0
71,132	Wellington	37155	213.2		
72,133	Wentworth	38086	228.6	100.1	
72,121	West Parry Sound	38824	198.0		103.1
72,125	Windsor	37975	198.9		
72,133	York City (Borough)	38096	205.9	100.1	100.0
73,133	York Region			99.8	99.5

Education Relations Commission

Ontario

Monograph # 34 - "Salary Relativities, 1975-75 to 1983-84"

CORRECTIONS

The following corrections should be made to the contents of Parts 5 and 6 of this publication for the year 1983-84.

Secondary Panel Average Weighted On-Grid Salary

Provincial		$38049
Regional:	Northwest	38905
	Northeast	37652
	Midnorthern	38129
	Western	37576
	Central	38141
	Eastern	38036

Secondary Panel Average Weighted On-Grid Salary Per Cent Change (1983-84/1975-76)

Provincial		206.9
Regional:	Northwest	215.3
	Northeast	210.1
	Midnorthern	217.7
	Western	206.2
	Central	205.8
	Eastern	205.9

Page(s)	Secondary Panel	Board Average Weighted On-Grid Salary	% Change 1975-76 to 1983-84	Board Average Weighted On-Grid Salary as % of: Provincial Average	Regional Average
51,113	Atikokan				
51,126	Brant			106.5	104.2
51,122	Bruce	36044	198.3	95.3	95.1
52,134	Carleton	38437	207.3		
52,116	Central Algoma	35131	209.1		
52,116	Chapleau				
52,119	Cochrane	37704	229.0	88.6	88.4
53,113	Dryden	38432	228.9	99.1	100.1
53,126	Dufferin	35007	201.6	101.1	98.8
53,126	Durham	36241	194.1		
54,119	East Parry Sound	36771	221.2	95.2	
54,127	East York	37355	210.0	96.6	97.7
54,122	Elgin	36259	204.4		97.9
54,116	Espanola	38642	203.3		
55,122	Essex	37998	218.9	101.6	101.3
55,127	Etobicoke	39385	208.5		
55,113	Ft. Frances-R.R.	37122	207.9		
56,134	Frontenac	37177	227.8		
56,114	Geraldton	36522	204.0	97.7	97.7
56,123	Grey	37524	198.5	96.0	93.9
57,127	Haldimand	37226	217.9	98.6	
57,127	Haliburton	38237	236.3		
57,128	Halton	37433	202.1	100.5	100.3
57,128	Hamilton	39009	202.6	98.4	98.1
58,128	Hastings	37287	212.6		102.3
58,119	Hearst	33214	216.0	98.0	
58,117	Hornepayne	35422	250.5	87.3	
				93.1	92.9

SALARY RELATIVITIES, 1975-76 TO 1983-84

This monograph has been prepared by the Education Relations Commission as one of the services to parties involved in negotiations as outlined in the *School Boards and Teachers Collective Negotiations Act*.

The purpose of this publication is:

> to provide current and accurate information in a neutral capacity, to assist the parties during various stages of the negotiation process.

While salary and compensation items are significant components of the bargaining process, they are not reflective of the entire range of contractual aspects which when finalized, constitute an important dimension of the total relationship between employer and employee. Although this publication focuses upon these financial areas, this is not to suggest that factors such as the nature of working conditions or job security are unimportant results of negotiations. For this reason, the reader may want to examine other Commission publications, particularly those in the Clause File series, in order to achieve a broader perspective from which to consider the matter of salary relativities.

This monograph is made available on a request basis to the parties and others expressing an interest.

Enquiries concerning this monograph or requests for further information assistance should be addressed to:

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PUBLICATIONS ISSUED BY THE EDUCATION RELATIONS COMMISSION
(Additional copies of some publications available upon request)

1982-83 Teacher/Board Collective Agreements: Individual Summaries
1983-84 Teacher/Board Collective Agreements: Individual Summaries
1983-84 Teacher/Board Collective Agreements: A Provincial Overview

Monograph Series

(1982-83) No. 26 Historical Analysis of Collective Agreements, 1975-76 to 1981-82
No. 27 Interest Arbitration: An Examination of the Process and Awards under the **School Boards and Teachers Collective Negotiations Act**, 1975-76 to 1981-82
No. 28 Compensation Statistics, 1981-82
No. 29 Leave Provisions: 1975-76, 1978-80, 1981-82
No. 30 Pupil-Teacher Ratios, 1976-1982
No. 31 Weighted On-Grid Average Salaries, 1981-82 & 1982-83
No. 32 Insured Benefit Plans and Retirement Gratuities, 1982-83
(1983-84) No. 33 Compensation Statistics, 1982-83
No. 34 Salary Relativities, 1975-76 to 1983-84
No. 35 Pupil-Teacher Ratios, 1976-1983

Clause Series

(1981-82) No. 18 Separation Allowance Provisions, 1980-81
No. 19 Long-Term Federation Leave Provisions, 1981-82
No. 20 Instructional and Non-Instructional Load Provisions, 1981-82
No. 21 Staff Allocation Provisions, 1981-82
No. 22 Pupil Teacher Ratio Provisions, 1981-82
(1982-83) No. 23 Class Size Provisions, 1982-83
(1983-84) No. 24 Surplus/Redundancy Provisions related to Positions of Responsibility, 1981-82
No. 25 Early Retirement Incentive Plan Provisions, 1982-83

Teacher Placement : Grid distributions of Ontario Teachers. Total Staff and Enrolment (January 31, 1984)

Griveance Arbitration: Summaries of arbitration decisions arising out of differences between the parties under the **School Boards and Teachers Collective Negotiations Act.**

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Introduction

As its name suggests, "Salary Relativities, 1975-76 to 1983-84" provides an extensive variety of comparison statistics among teacher salaries and between teacher salaries and other measures over a number of years.

For most of the analyses, the base year employed is 1975-76 which represents the initial year of the Commission's operation and of the commencement of bargaining in accordance with the School Boards and Teachers Collective Negotiations Act. The 1975-76 year saw virtually all situations involved in negotiations and, to this point in time, remains the most active year in this sense.

Summary of Contents

This Monograph is divided into nine (9) parts. The following offers an explanation of the contents of each part.

Part	Contents
1	Table 1: Consumer Price Index "All Items", Canada-1971 = 100
	a) September to August 12 month average value for 1975-76 to 1982-83; percent increase over previous 12 month period.
	b) September value for 1975 to 1983; percent increase over previous September.
2	Table 2: Average Actual University Recruiting Rates for Honours, Pass Arts and Engineering Degrees
	a) average monthly rates for 1975 to 1983,
	b) percent increase in monthly rates over previous year.
	Table 3: Average Weighted On-Grid Salaries at Year 0 for

Categories A2 and A4/Groups 2 and 4 (employing end rates)

a) average weighted salary figures for Elementary, Secondary, R.C.S.S. and all agreement types combined for the years 1975-76 to 1983-84,

b) percent increase over previous year.

3 Table 4: Industrial Composite (Average Weekly Earnings) - Province of Ontario

a) September to August 12 month average for 1975-76 to 1982-83; percent increase over previous 12 month period,

b) September figure for 1975 to 1983; percent increase over previous September.

4 Table 5: Average Weekly Earnings (Industrial Composite) - Ontario Counties/Districts

a) September to August 12 month average for 1977-78 to 1982-83; percent increase over previous 12 month period*,

b) September figure for 1977 to 1982; percent increase over previous September.

c) the Counties/Districts are as follows:

Algoma	Hastings	Parry Sound
Brant	Huron	Peel
Bruce	Kenora	Perth
Carleton	Kent	Peterborough
Cochrane	Lambton	Prescott & Russell
Dufferin	Lanark	Prince Edward
Dundas	Leeds	Rainy River
Durham	Lennox & Addington	Renfrew
Elgin	Lincoln	Simcoe
Essex	Manitoulin	Sudbury
Frontenac	Middlesex	Thunder Bay
Glengarry	Muskoka	Timiskaming
Grenville	Nipissing	Victoria
Grey	Norfolk	Waterloo
Haldimand	Northumberland	Welland
Haliburton	Ontario	Wellington
Halton	Oxford	Wentworth
		York

*Due to discontinuation of the calculation of the Industrial Composite on a County/District basis subsequent to March, 1983, both the dollar amount and percentage increase employed for 1982-83 are based upon a seven-month average (September-March).

5 Table 6: Salary and Total Compensation Comparisons between Individual Negotiating Situations and Provincial Averages, 1975-76 to 1983-84

a) annualized Category A4/Group 4 maximum:

- for individual negotiating situation
- number of situations with higher Category A4/Group 4 maximum,
- number of situations available for comparison,
- number of years to reach Category A4/Group 4 maximum,
- within agreement type the average provincial Category A4/Group 4 maximim,
- percent negotiating situation's Category A4/Group 4 maximum is of provincial average.

b) if split salary grid, Category A4/Group 4 end rate maximum

c) average weighted on-grid salary:[1]

- for individual negotiating situation,
- within agreement type for the province,
- percent negotiating situation's average is of provincial average.

d) average total compensation per teacher:

- for individual negotiating situation,
- within agreement type for the province,
- percent negotiating situation's average is of provincial average.

Total compensation consists of the school board's expenditure for salaries, allowances, and benefits provided to its teaching staff. Allowances to include those for: positions of responsibility, cost-of-living, related and part-years experience, special education and graduate degrees. Benefits to include: OHIP, extended health care plans, semi-private coverage, drug plans, dental plans, long-term disability plans, group insurance plans, unemployment insurance premiums, workmen's compensation and Canada pension.

Data in this Part are grouped by agreement type and within agreement type are in alphabetical order by negotiating situation.

6 Table 7: Salary and Total Compensation Comparisons between Individual Negotiating Situations and Regional Averages, 1975-76 to 1983-84

[1]Teacher qualifications and years of experience are important influences upon the average weighted on-grid salary. Although not included in this publication,

a) annualized Category A4/Group 4 maximum:

- for individual negotiating situation
- number of situations with higher Category A4/Group 4 maximum,
- number of situations available for comparison,
- number of years to reach Category A4/Group 4 maximum,
- within agreement type the average regional Category A4/Group 4 maximum,
- percent negotiating situation's Category A4/Group 4 maximum is of regional average.

b) average weighted on-grid salary:

- for individual negotiating situation,
- within agreement type for the region,
- percent negotiating situation's average is of regional average.

c) average total compensation per teacher:

- for individual negotiating situation,
- within agreement type for the region,
- percent negotiating situation's average is of regional average.

Data in this Part are grouped by agreement type, within agreement type by Ministry of Education Region and within Region are in alphabetical order by negotiating situation.

7 Table 8: Teacher Salary Grid Index, 1975-76 to 1983-84 with 1975-76 = 100

The calculation of the index value within each negotiating situation involves the computation of the average weighted on-grid salary for each of the years from 1975-76 to 1983-84 employing in each instance the on-grid distribution of teachers as of January 31, 1976. The average weighted on-grid salary figures for years subsequent to 1975-76 are contrasted with the base year and the percent increase determined. This approach is similar to that adopted by Statistics Canada in constructing indicies such as the Consumer Price and Education Price. The theory of using a constant grid distribution is that it removes the impact of changes in quality (qualificatior and experience) and quantity (number of staff).

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tables are available on a request basis which indicate for each negotiating situation for each year from 1975-76 to 1982-83 the following: 1) weighted average years of experience recognized for salary purposes, 2) weighted average category-group placement, 3) provincial and regional weighted averages for both experience and qualifications, and 4) averages for each negotiating situation expressed as a percentage of both the provincial and regional averages.

Reference: "Education Price Index, Elementary - Secondary Level: Methodological Report" (Statistics Canada - Education, Science and Cultural Division: Ottawa, Ontario. December, 1979).

8 Table 9: Average Increase in Ontario Base Wage Rates in First 12 Months of Collective Agreements Covering 200 or More Employees (calendar year basis)

a) both percent and cents-per-hour increases in base wage rates for settlements during each of the calendar years 1976 to 1983.

Table 10: Average Increases in Ontario Teacher Salary Grids by Agreement Type [agreement year (September-August) basis]

a) both percent and dollar increases in teacher salary grids during each of the agreement years from 1975-76 to 1983-84.

9 Table 11: Elementary, Secondary and R.C.S.S. Annualized Category A4/Group 4 Maximum Comparisons, 1975-76 to 1983-84

a) for Elementary:

- Category A4 annualized maximum salary,
- number of years to reach maximum,
- percent Elementary Category A4 maximum is of counterpart Secondary panel's Group 4 maximum salary,
- average amount of any cost-of-living allowance paid per recipient (not necessarily those at Category A4 maximum).

b) for R.C.S.S.:

- Category A4 annualized maximum salary,
- number of years to reach maximum,
- percent R.C.S.S. Category A4 maximum is of counterpart Elementary panel's Category A4 maximum salary,
- average amount of any cost-of-living allowance paid per recipient (not necessarily those at Category A4 maximum).

c) for Secondary:

- Group A4 annualized maximum salary,
- number of years to reach maximum,
- average amount of any cost-of-living allowance paid per recipient (not necessarily those at Group A4 maximum).

d) for those R.C.S.S. boards which encompass more than one Elementary situation, the following school boards have been paired for comparison purposes:

R.C.S.S. Board	Elementary Counterpart
Bruce-Grey	Grey County Board of Education
Dufferin-Peel	Dufferin County Board of Education
Frontenac, Lennox & Addington	Frontenac County Board of Education
Haldimand-Norfolk	Haldimand Board of Education
Hamilton-Wentworth	Wentworth County Board of Education
Hastings-Prince Edward	Hastings County Board of Education
Huron-Perth	Huron County Board of Education
Lanark, Leeds & Grenville	Lanark County Board of Education
London-Middlesex	Middlesex County Board of Education
Metropolitan Separate	Board of Education for the Borough of East York
North of Superior	Lake Superior Board of Education
Welland	Niagara South Board of Education

Data Sources

The sources for the data contained in this publication are indicated below:

Data Pertaining To	Source
Teacher Salary	Collective agreements on file with the Commissio
Consumer Price Index Canada 1971=100	Statistics Canada, Catalogue 62-001
Industrial Composite Ontario - Average Weekly Earnings	Statistics Canada, Catalogue 72-002
Industrial Composite	Statistics Canada, unpublished

Ontario Counties/ Districts	
University Recruiting Rates	Pay Research Bureau, Public Service Staff Relations Board. Ottawa, Ontario. "Actual Recruiting Rates - University and Community College Graduates"
Base Wage Rates Ontario	Research Branch, Ontario Ministry of Labour. Toronto, Ontario. "Wage Developments in Collective Bargaining Settlements in Ontario" and Ministry print-outs.

Teacher salary data are presented for the two hundred (200) major negotiating situations (76 Elementary panels - Boards of Education, 76 Secondary panels - Boards of Education and 48 County/District Roman Catholic Separate School Boards). Excluded from the analysis were the following Boards: District School Area, Protestant Separate School, Isolate Roman Catholic Separate School, Canadian Forces Base, Hospital and Treatment Centre and Ontario Hydro Centre.

A brief overview of the concept and construction of the Consumer Price Index can be found in Appendix A and of the Industrial Composite (Average Weekly Earnings) in Appendix B.

References within the Monograph to "region" or "regional" refer to the six (6) geographic areas established by the Ministry of Education for administrative purposes in 1978. Appendix C provides a listing of the school boards located within each region.

Appendix D contains an explanation of the procedures employed to obtain information concerning university recruiting rates.

Finally, a definition for the base wage rate and its method of calculation is outlined in Appendix E.

PART 1

CONSUMER PRICE INDEX "ALL ITEMS" - CANADA - 1971=100

TABLE 1

CONSUMER PRICE INDEX (C.P.I.)
"ALL ITEMS" INDEX VALUE - CANADA
1971 = 100

	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83
September to August Average	146.0	156.3	170.4	185.5	203.4	227.9	254.4	273.5
Percent Increase Over Previous 12 Month Period	-	7.1	9.0	8.9	9.6	12.0	11.6	7.5

	1975	1976	1977	1978	1979	1980	1981	1982	1983
September	141.5	150.7	163.4	177.5	194.5	215.4	242.4	267.5	280.7
Percent Increase Over Previous September	-	6.5	8.4	8.6	9.6	10.7	12.5	10.4	4.9

Source: Statistics Canada, Catalogue 62-001

Education Regions Commission

PART 2

AVERAGE ACTUAL UNIVERSITY RECRUITING RATES FOR HONOURS, PASS ARTS AND ENGINEERING DEGREES

AVERAGE WEIGHTED ON-GRID SALARIES AT YEAR 0 FOR CATEGORIES A2 AND A4/GROUPS 2 AND 4

TABLE 2

AVERAGE ACTUAL UNIVERSITY RECRUITING RATES[1] FOR HONOURS, PASS ARTS AND ENGINEERING DEGREES

	1975	1976	1977	1978	1979	1980	1981	1982	1983
Engineering (Monthly Rates)	983	1,069	1,166	1,260	1,369	1,558	1,797	2,067	2,107
Percent Increase[2]	-	8.7	9.1	8.1	8.7	13.8	15.3	15.0	1.9
Honours Degrees (Monthly Rates)									
Science[3]	912	994	1,091	1,191	1,316	1,450	1,689	1,937	1,959
Percent Increase	-	9.0	9.8	9.2	10.5	10.2	16.5	14.7	1.1
Arts	800	887	931	1,031	1,072	1,231	1,348	1,494	1,336
Percent Increase(Decrease)	-	10.9	5.0	10.7	4.0	14.8	9.5	10.8	-10.6
Commerce/Business Administration	847	948	931	989	1,107	1,194	1,348	1,547	1,445
Percent Increase(Decrease)	-	11.9	-1.8	6.2	11.9	7.9	12.9	14.8	-6.6
Pass Arts Degree (Monthly Rates)	769	834	897	942	1,010	1,104	1,227	1,428	N/A[4]
Percent Increase	-	8.5	7.6	5.0	7.2	9.3	11.1	16.4	-

1 Source: Pay Research Bureau, Public Service Staff Relations Board, Ottawa, Ontario. "Actual Recruiting Rates for University and Community College Graduates" (for 1975-1983).

2 Over Previous Year

3 Includes Physical, Biological and Computer Sciences.

4 Not available

Ontario Education Relations Commission

TABLE 3

AVERAGE WEIGHTED[1] ON-GRID SALARIES AT YEAR 0 FOR CATEGORIES A2 and A4/GROUPS 2 AND 4

	1975-76		1976-77		1977-78		1978-79		1979-80		1980-81		1981-82		1982-83		1983-84	
AVERAGE SALARIES	A2/G2	A4/G4	A2/G2	A4/G4	A2/G2	A4/G4	A2/G2	A4/G4	A2/G2	A4/G4	A2/G2	A4/G4	A2/G2	A4/G4	A2/G2	A4/G4	A2/G2	A4/G4
Elementary	11,081	12,908	12,171	13,967	13,012	14,990	13,738	15,683	14,888	16,985	16,115	18,362	18,135	20,571	19,973	22,769	20,953	23,968
Secondary	11,087	12,788	12,198	14,020	13,173	14,966	14,065	16,053	14,939	17,123	16,336	18,700	18,215	20,841	19,998	22,802	20,902	23,660
R.C.S.S.	10,849	12,644	12,001	13,935	12,827	14,754	13,628	15,678	14,775	17,029	16,075	18,204	17,961	20,457	19,932	22,921	20,841	24,026
Combined	11,029	12,802	12,124	13,997	12,972	14,942	13,749	15,921	14,853	17,070	16,144	18,474	18,080	20,611	19,963	22,830	20,900	23,938
PERCENT INCREASE IN AVERAGE SALARIES OVER PREVIOUS YEAR																		
Elementary	-	-	9.8	8.2	6.9	7.3	5.6	4.6	8.4	8.3	8.2	8.1	12.5	12.0	10.1	10.7	4.9	5.3
Secondary	-	-	10.0	9.6	8.0	6.7	6.8	7.3	.2	6.7	9.4	9.2	11.5	11.4	9.8	9.4	4.5	3.8
R.C.S.S.	-	-	10.6	10.2	6.9	5.9	6.2	6.3	8.4	8.6	8.8	6.9	11.7	12.4	11.0	12.0	4.6	4.9
Combined	-	-	9.9	9.3	7.0	6.8	6.0	6.6	8.0	7.2	8.7	8.2	12.0	11.6	10.4	10.8	4.7	4.9

[1]Weightings based upon number of persons with qualifications and experience which place them at year 0 of either category A2/Group2 or A4/Group4.

PART 3

INDUSTRIAL COMPOSITE (AVERAGE WEEKLY EARNINGS)

PROVINCE OF ONTARIO

TABLE 4

INDUSTRIAL COMPOSITE (AVERAGE WEEKLY EARNINGS)
PROVINCE OF ONTARIO

	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83
September to August Average($)	221.48	242.53	259.21	278.30	301.57	335.55	371.92	401.23
Percent Increase Over Previous 12 Month Period	-	9.5	6.9	7.4	8.4	11.3	10.8	7.9

	1975	1976	1977	1978	1979	1980	1981	1982	1983
September ($)	210.69	233.00	255.68	270.17	292.21	320.23	357.50	385.33	419.99
Percent Increase Over Previous 12 Month Period	-	10.6	9.7	5.7	8.2	9.6	11.6	7.8	9.0

Source: Statistics Canada, Catalogue 72-002

PART 4

AVERAGE WEEKLY EARNINGS (INDUSTRIAL COMPOSITE)

ONTARIO COUNTIES/DISTRICTS

Examination of the statistics in this Part will indicate, in some instances, sizeable differences when the September over September figures are contrasted with the September to August average over the September to August average for respective years.

Although no caveats from Statistics Canada accompany these data, it is assumed that the 12-month averages represent a more accurate reflection of changes over time in weekly earnings.

TABLE 5
AVERAGE WEEKLY EARNINGS (INDUSTRIAL COMPOSITE) BY COUNTY/DISTRICT
Dollar Amounts and Percentage Increases

County/District	Year	September (Dollars)	Percentage Change from Previous September	Year	September to August Average (Dollars)	Annual Average Percentage Change
ALGOMA	1977	295.62	-----	1977-78	292.85	-----
	1978	298.54	0.99	1978-79	322.21	10.02
	1979	333.86	11.81	1979-80	353.49	9.71
	1980	367.37	10.03	1980-81	372.09	5.27
	1981	451.57	22.94	1981-82	459.19	23.41
	1982	467.21	3.46	1982-83*	459.68	0.11
BRANT	1977	240.24	-----	1977-78	242.12	-----
	1978	251.15	4.55	1978-79	262.70	8.50
	1979	273.02	8.71	1979-80	285.77	8.77
	1980	274.99	0.72	1980-81	304.18	6.44
	1981	327.71	19.17	1981-82	335.39	10.27
	1982	315.67	-3.67	1982-83*	334.15	-0.37
BRUCE	1977	379.12	-----	1977-78	376.43	-----
	1978	383.21	1.08	1978-79	359.46	-4.51
	1979	403.66	5.34	1979-80	384.55	6.99
	1980	439.61	8.90	1980-81	434.25	12.91
	1981	492.80	12.09	1981-82	486.81	12.11
	1982	515.92	4.69	1982-83*	544.39	11.82
CARLETON	1977	227.75	-----	1977-78	232.70	-----
	1978	242.67	6.54	1978-79	250.45	7.62
	1979	262.46	8.14	1979-80	272.14	8.68
	1980	287.13	9.42	1980-81	301.30	10.72
	1981	323.90	12.81	1981-82	341.79	13.45
	1982	362.39	11.88	1982-83*	366.86	7.33
COCHRANE	1977	289.22	-----	1977-78	297.67	-----
	1978	308.26	6.59	1978-79	321.03	7.84
	1979	340.80	10.56	1979-80	352.88	9.92
	1980	374.98	10.02	1980-81	398.83	13.02
	1981	432.37	15.30	1981-82	438.55	9.95
	1982	451.45	4.42	1982-83*	445.23	1.52

* Based upon seven month average (September-March)

TABLE 5 (continued)
AVERAGE WEEKLY EARNINGS (INDUSTRIAL COMPOSITE) BY COUNTY/DISTRICT
Dollar Amounts and Percentage Increases

County/District	Year	September (Dollars)	Percentage Change from Previous September	Year	September to August Average (Dollars)	Annual Average Percentage Change
DUFFERIN	1977	181.58	-----	1977-78	189.21	-----
	1978	208.97	15.05	1978-79	207.74	9.80
	1979	219.94	5.25	1979-80	224.01	7.82
	1980	235.72	7.17	1980-81	247.15	10.33
	1981	265.40	12.58	1981-82	267.70	8.32
	1982	266.65	0.47	1982-83*	294.86	10.13
DUNDAS	1977	219.23	-----	1977-78	221.79	-----
	1978	232.22	5.93	1978-79	243.21	9.65
	1979	269.73	16.17	1979-80	276.84	13.84
	1980	292.92	8.59	1980-81	307.87	11.20
	1981	316.76	8.14	1981-82	339.80	10.37
	1982	351.11	10.84	1982-83*	358.28	5.44
DURHAM	1977	268.58	-----	1977-78	261.83	-----
	1978	264.19	-1.63	1978-79	275.59	5.25
	1979	281.42	6.53	1979-80	274.64	-0.34
	1980	274.53	-2.45	1980-81	303.82	10.61
	1981	353.00	28.53	1981-82	379.71	24.96
	1982	422.36	19.65	1982-83*	444.56	17.07
ELGIN	1977	269.55	-----	1977-78	273.47	-----
	1978	294.39	9.20	1978-79	278.09	1.69
	1979	296.53	0.73	1979-80	306.23	10.12
	1980	337.12	13.67	1980-81	347.24	13.40
	1981	308.97	-8.35	1981-82	366.83	5.65
	1982	345.01	11.66	1982-83*	368.30	0.40
ESSEX	1977	292.14	-----	1977-78	298.39	-----
	1978	309.22	5.85	1978-79	313.25	4.99
	1979	313.33	1.33	1979-80	328.12	4.75
	1980	360.54	15.08	1980-81	370.30	12.86
	1981	369.62	2.52	1981-82	389.43	5.17
	1982	390.44	5.63	1982-83*	411.53	5.68

* Based upon seven month average (September - March)

TABLE 5 (continued)
AVERAGE WEEKLY EARNINGS (INDUSTRIAL COMPOSITE) BY COUNTY/DISTRICT
Dollar Amounts and Percentage Increases

County/District	Year	September (Dollars)	Percentage Change from Previous September	Year	September to August Average (Dollars)	Annual Average Percentage Change
FRONTENAC	1977	233.08	-----	1977-78	235.59	-----
	1978	236.70	1.55	1978-79	253.19	7.46
	1979	256.91	8.53	1979-80	271.65	7.30
	1980	282.01	9.77	1980-81	303.70	11.78
	1981	326.17	15.66	1981-82	334.78	10.22
	1982	349.02	7.01	1982-83*	352.77	5.37
GLENGARRY	1977	204.55	-----	1977-78	218.93	-----
	1978	233.44	14.09	1978-79	227.79	4.05
	1979	239.15	2.45	1979-80	241.94	6.21
	1980	278.21	16.34	1980-81	281.03	16.15
	1981	276.60	-0.58	1981-82	287.44	2.28
	1982	308.18	11.40	1982-83*	296.01	2.99
GRENVILLE	1977	266.98	-----	1977-78	270.52	-----
	1978	282.70	5.89	1978-79	288.90	6.78
	1979	319.02	12.83	1979-80	338.65	17.21
	1980	384.49	20.52	1980-81	396.98	17.21
	1981	433.80	12.84	1981-82	443.01	11.59
	1982	456.69	5.27	1982-83*	465.58	5.09
GREY	1977	206.33	-----	1977-78	212.49	-----
	1978	221.25	7.24	1978-79	233.00	9.67
	1979	243.61	10.12	1979-80	255.45	9.64
	1980	266.18	9.25	1980-81	279.67	9.50
	1981	295.28	10.94	1981-82	300.18	7.33
	1982	308.57	4.51	1982-83*	319.27	6.36
HALDIMAND	1977	266.40	-----	1977-78	259.00	-----
	1978	268.38	0.74	1978-79	273.71	5.68
	1979	265.61	-1.03	1979-80	289.84	5.89
	1980	301.17	13.37	1980-81	325.08	12.15
	1981	339.73	12.81	1981-82	354.20	8.96
	1982	372.77	9.72	1982-83*	405.85	14.59

* Based upon seven month average (September - March)

TABLE 5 (continued)
AVERAGE WEEKLY EARNINGS (INDUSTRIAL COMPOSITE) BY COUNTY/DISTRICT
Dollar Amounts and Percentage Increases

County/District	Year	September (Dollars)	Percentage Change from Previous September	Year	September to August Average (Dollars)	Annual Average Percentage Change
HALIBURTON	1977	151.98	-----	1977-78	166.01	-----
	1978	160.21	5.41	1978-79	169.81	2.29
	1979	218.71	36.56	1979-80	217.74	28.19
	1980	233.50	6.75	1980-81	222.13	2.01
	1981	226.01	-3.20	1981-82	218.02	-1.85
	1982	202.66	-10.33	1982-83*	214.83	-1.46
HALTON	1977	290.95	-----	1977-78	283.62	-----
	1978	296.95	2.06	1978-79	302.15	6.52
	1979	317.57	6.94	1979-80	312.47	3.42
	1980	345.94	8.92	1980-81	344.02	10.11
	1981	348.42	0.72	1981-82	374.36	8.82
	1982	391.23	12.30	1982-83*	388.98	3.91
HASTINGS	1977	216.24	-----	1977-78	217.55	-----
	1978	224.29	3.73	1978-79	231.91	6.59
	1979	247.50	10.36	1979-80	256.02	10.39
	1980	271.05	9.50	1980-81	286.27	11.82
	1981	309.65	14.24	1981-82	319.17	11.50
	1982	330.50	6.73	1982-83*	334.87	4.92
HURON	1977	224.89	-----	1977-78	231.02	-----
	1978	248.00	10.27	1978-79	259.37	12.27
	1979	267.12	7.71	1979-80	278.33	7.32
	1980	296.13	10.87	1980-81	306.98	10.31
	1981	324.28	9.51	1981-82	337.04	9.79
	1982	351.15	8.29	1982-83*	355.44	5.46
KENORA	1977	280.13	-----	1977-78	288.57	-----
	1978	297.07	6.05	1978-79	310.24	7.50
	1979	331.25	11.51	1979-80	337.51	8.80
	1980	355.13	7.21	1980-81	385.49	14.20
	1981	440.65	24.09	1981-82	431.70	12.00
	1982	477.08	8.26	1982-83*	464.95	7.70

* Based upon seven month average (September - March)

TABLE 5 (continued)
AVERAGE WEEKLY EARNINGS (INDUSTRIAL COMPOSITE) BY COUNTY/DISTRICT
Dollar Amounts and Percentage Increases

County/District	Year	September (Dollars)	Percentage Change from Previous September	Year	September to August Average (Dollars)	Annual Average Percentage Change
KENT	1977	247.36	-----	1977-78	251.26	-----
	1978	266.43	7.72	1978-79	277.27	10.36
	1979	289.21	8.56	1979-80	295.62	6.62
	1980	308.47	6.66	1980-81	326.93	10.58
	1981	334.07	8.31	1981-82	356.09	8.92
	1982	348.88	4.43	1982-83*	371.14	4.23
LAMBTON	1977	340.41	-----	1977-78	330.56	-----
	1978	363.53	6.80	1978-79	351.49	6.32
	1979	366.77	0.89	1979-80	382.71	8.89
	1980	455.30	24.12	1980-81	438.26	14.50
	1981	463.56	1.82	1981-82	482.40	10.08
	1982	501.74	8.23	1982-83*	517.89	7.36
LANARK	1977	187.20	-----	1977-78	192.39	-----
	1978	203.76	8.86	1978-79	211.59	10.00
	1979	218.37	7.16	1979-80	223.17	5.46
	1980	225.82	3.42	1980-81	237.31	6.34
	1981	254.29	12.60	1981-82	269.44	13.56
	1982	287.43	13.05	1982-83*	299.02	11.00
LEEDS	1977	237.88	-----	1977-78	241.10	-----
	1978	252.89	6.31	1978-79	261.49	8.46
	1979	279.87	10.66	1979-80	282.92	8.21
	1980	288.40	3.05	1980-81	310.26	9.66
	1981	333.92	15.81	1981-82	350.45	12.96
	1982	372.81	11.64	1982-83*	375.34	7.11
LENNOX & ADDINGTON	1977	213.10	-----	1977-78	223.83	-----
	1978	236.83	11.14	1978-79	234.63	4.82
	1979	250.87	5.92	1979-80	248.67	5.97
	1980	231.35	-7.78	1980-81	275.55	10.80
	1981	279.50	20.84	1981-82	301.95	9.57
	1982	318.75	14.02	1982-83*	323.66	7.19

* Based upon seven month average (September - March)

TABLE 5 (continued)
AVERAGE WEEKLY EARNINGS (INDUSTRIAL COMPOSITE) BY COUNTY/DISTRICT
Dollar Amounts and Percentage Increases

County/District	Year	September (Dollars)	Percentage Change from Previous September	Year	September to August Average (Dollars)	Annual Average Percentage Change
LINCOLN	1977	283.55	-----	1977-78	283.90	-----
	1978	305.18	7.62	1978-79	305.85	7.73
	1979	316.77	3.80	1979-80	305.33	-0.17
	1980	343.51	8.44	1980-81	362.45	18.73
	1981	377.76	9.96	1981-82	391.64	8.06
	1982	398.17	5.40	1982-83*	402.36	2.73
MANITOULIN	1977	180.68	-----	1977-78	171.59	-----
	1978	170.37	-5.70	1978-79	180.06	4.92
	1979	186.53	9.51	1979-80	195.24	8.43
	1980	186.68	0.08	1980-81	209.73	7.43
	1981	219.22	17.40	1981-82	232.78	10.98
	1982	236.78	8.02	1982-83*	246.96	6.09
MIDDLESEX	1977	233.75	-----	1977-78	238.78	-----
	1978	251.14	7.43	1978-79	257.00	7.62
	1979	272.21	8.39	1979-80	278.49	8.36
	1980	294.39	8.15	1980-81	307.56	10.46
	1981	327.65	11.31	1981-82	335.07	8.93
	1982	346.06	5.61	1982-83*	351.60	4.93
MUSKOKA	1977	180.47	-----	1977-78	189.03	-----
	1978	196.90	9.13	1978-79	198.99	5.27
	1979	212.65	7.99	1979-80	220.48	10.80
	1980	232.98	9.54	1980-81	244.21	10.79
	1981	247.24	6.12	1981-82	257.85	5.59
	1982	264.29	6.90	1982-83*	280.55	8.80
NIPISSING	1977	234.72	-----	1977-78	242.72	-----
	1978	252.02	7.36	1978-79	262.36	8.08
	1979	276.06	9.54	1979-80	288.56	10.00
	1980	296.21	7.30	1980-81	321.07	11.25
	1981	342.42	15.61	1981-82	345.63	7.65
	1982	357.78	4.49	1982-83*	370.94	7.32

* Based upon seven month average (September - March)

TABLE 5 (continued)
AVERAGE WEEKLY EARNINGS (INDUSTRIAL COMPOSITE) BY COUNTY/DISTRICT
Dollar Amounts and Percentage Increases

County/District	Year	September (Dollars)	Percentage Change from Previous September	Year	September to August Average (Dollars)	Annual Average Percentage Change
NORFOLK	1977	220.97	-----	1977-78	226.71	-----
	1978	238.25	7.82	1978-79	241.64	6.58
	1979	262.31	10.11	1979-80	266.27	10.18
	1980	291.54	11.16	1980-81	299.33	12.43
	1981	332.35	13.98	1981-82	320.74	7.16
	1982	349.72	5.23	1982-83*	337.48	5.21
NORTHUMBERLAND	1977	238.04	-----	1977-78	242.54	-----
	1978	262.44	10.25	1978-79	264.52	9.05
	1979	281.94	7.44	1979-80	289.81	9.54
	1980	294.91	4.60	1980-81	314.90	8.65
	1981	337.50	14.44	1981-82	346.98	10.18
	1982	366.21	8.49	1982-83*	367.96	6.05
ONTARIO	1977	297.12	-----	1977-78	295.38	-----
	1978	316.84	6.64	1978-79	325.35	10.16
	1979	332.01	4.79	1979-80	345.85	6.31
	1980	387.99	16.86	1980-81	389.07	12.49
	1981	402.72	3.80	1981-82	413.59	6.30
	1982	418.95	4.03	1982-83*	437.37	5.74
OXFORD	1977	230.88	-----	1977-78	234.50	-----
	1978	248.77	7.74	1978-79	255.04	8.74
	1979	271.31	9.05	1979-80	280.53	10.00
	1980	293.15	8.06	1980-81	310.12	10.53
	1981	324.67	10.76	1981-82	337.83	8.94
	1982	350.09	7.82	1982-83*	352.49	4.34
PARRY SOUND	1977	197.39	-----	1977-78	194.97	-----
	1978	206.07	4.41	1978-79	214.17	9.85
	1979	217.64	5.62	1979-80	226.48	5.75
	1980	242.03	11.19	1980-81	250.44	10.60
	1981	263.83	9.01	1981-82	278.38	11.18
	1982	286.36	8.53	1982-83*	279.33	0.34

* Based upon seven month average (September - March)

TABLE 5 (continued)
AVERAGE WEEKLY EARNINGS (INDUSTRIAL COMPOSITE) BY COUNTY/DISTRICT
Dollar Amounts and Percentage Increases

County/District	Year	September (Dollars)	Percentage Change from Previous September	Year	September to August Average (Dollars)	Annual Average Percentage Change
PEEL	1977	257.30	-----	1977-78	264.01	-----
	1978	276.17	7.34	1978-79	288.03	9.10
	1979	313.73	13.61	1979-80	315.21	9.44
	1980	332.83	6.08	1980-81	352.58	11.86
	1981	377.48	13.41	1981-82	380.22	7.83
	1982	389.95	3.31	1982-83*	393.71	3.55
PERTH	1977	206.36	-----	1977-78	214.20	-----
	1978	221.84	7.51	1978-79	231.83	8.24
	1979	245.05	10.45	1979-80	250.49	8.04
	1980	264.39	7.89	1980-81	278.45	11.18
	1981	295.84	11.91	1981-82	303.68	9.08
	1982	316.99	7.15	1982-83*	323.97	6.67
PETERBOROUGH	1977	245.22	-----	1977-78	247.30	-----
	1978	259.45	5.81	1978-79	266.71	7.86
	1979	285.61	10.10	1979-80	290.05	8.74
	1980	306.98	7.47	1980-81	314.27	8.35
	1981	336.67	9.67	1981-82	344.50	9.63
	1982	361.23	7.29	1982-83*	365.60	6.12
PRESCOTT	1977	235.22	-----	1977-78	238.34	-----
	1978	247.26	5.12	1978-79	257.41	8.01
	1979	264.40	6.94	1979-80	281.90	9.53
	1980	297.81	12.66	1980-81	314.59	11.59
	1981	333.13	11.85	1981-82	354.23	12.58
	1982	383.02	14.98	1982-83*	350.15	-1.15
PRINCE EDWARD	1977	210.34	-----	1977-78	237.74	-----
	1978	249.42	18.61	1978-79	263.87	10.98
	1979	273.68	9.74	1979-80	287.36	8.90
	1980	294.84	7.72	1980-81	322.34	12.19
	1981	329.68	11.81	1981-82	341.16	5.84
	1982	302.54	-8.22	1982-83*	330.17	-3.22

* Based upon seven month average (September - March)

TABLE 5 (continued)
AVERAGE WEEKLY EARNINGS (INDUSTRIAL COMPOSITE) BY COUNTY/DISTRICT
Dollar Amounts and Percentage Increases

County/District	Year	September (Dollars)	Percentage Change from Previous September	Year	September to August Average (Dollars)	Annual Average Percentage Change
RAINY RIVER	1977	348.64	-----	1977-78	322.76	-----
	1978	332.13	-4.73	1978-79	336.50	4.25
	1979	351.54	5.85	1979-80	343.39	2.04
	1980	376.18	7.00	1980-81	400.63	16.69
	1981	424.83	12.94	1981-82	459.91	14.78
	1982	528.44	24.38	1982-83*	527.18	14.62
RENFREW	1977	235.56	-----	1977-78	241.90	-----
	1978	250.41	6.29	1978-79	256.90	6.20
	1979	264.33	5.57	1979-80	272.82	6.19
	1980	289.59	9.57	1980-81	301.06	10.34
	1981	324.02	11.87	1981-82	334.27	11.03
	1982	368.16	13.62	1982-83*	372.49	11.44
SIMCOE	1977	205.63	-----	1977-78	211.70	-----
	1978	221.12	7.52	1978-79	230.52	8.88
	1979	238.85	8.02	1979-80	247.86	7.51
	1980	261.37	9.42	1980-81	269.70	8.81
	1981	283.75	8.57	1981-82	291.61	8.11
	1982	302.83	6.72	1982-83*	315.83	8.29
SUDBURY	1977	294.96	-----	1977-78	290.56	-----
	1978	270.10	-8.43	1978-79	286.10	-1.53
	1979	330.58	22.40	1979-80	339.28	18.59
	1980	347.12	5.00	1980-81	369.28	8.85
	1981	400.23	15.31	1981-82	407.21	10.28
	1982	377.68	-5.64	1982-83*	378.30	-7.10
THUNDER BAY	1977	292.41	-----	1977-78	291.96	-----
	1978	304.65	4.19	1978-79	317.74	8.83
	1979	337.03	10.62	1979-80	340.24	7.08
	1980	366.73	8.81	1980-81	375.47	10.36
	1981	405.57	10.58	1981-82	410.33	9.30
	1982	433.59	6.90	1982-83*	429.44	4.66

* Based upon seven month average (September - March)

TABLE 5 (continued)
AVERAGE WEEKLY EARNINGS (INDUSTRIAL COMPOSITE) BY COUNTY/DISTRICT
Dollar Amounts and Percentage Increases

County/District	Year	September (Dollars)	Percentage Change from Previous September	Year	September to August Average (Dollars)	Annual Average Percentage Change
TIMISKAMING	1977	247.73	-----	1977-78	243.27	-----
	1978	255.88	3.29	1978-79	262.94	8.09
	1979	287.55	12.37	1979-80	296.10	12.61
	1980	309.52	7.63	1980-81	327.05	10.46
	1981	352.43	13.84	1981-82	345.68	5.70
	1982	335.83	-4.72	1982-83*	361.86	4.68
VICTORIA	1977	210.86	-----	1977-78	215.94	-----
	1978	229.47	8.82	1978-79	229.75	6.39
	1979	236.63	3.13	1979-80	241.60	5.15
	1980	256.62	8.43	1980-81	273.97	13.38
	1981	267.68	4.30	1981-82	285.75	4.30
	1982	306.50	14.49	1982-83*	309.79	8.41
WATERLOO	1977	227.55	-----	1977-78	231.28	-----
	1978	243.79	7.12	1978-79	249.36	7.83
	1979	259.53	6.45	1979-80	268.10	7.53
	1980	281.00	8.26	1980-81	297.99	11.15
	1981	317.57	13.01	1981-82	327.74	9.98
	1982	343.34	8.10	1982-83*	347.00	5.87
WELLAND	1977	263.37	-----	1977-78	269.70	-----
	1978	286.69	8.87	1978-79	299.10	10.89
	1979	315.01	9.87	1979-80	318.95	6.64
	1980	338.65	7.50	1980-81	359.62	12.75
	1981	384.53	13.53	1981-82	390.87	8.68
	1982	367.31	-4.47	1982-83*	395.92	1.29
WELLINGTON	1977	228.20	-----	1977-78	230.29	-----
	1978	243.10	6.54	1978-79	253.52	10.10
	1979	266.65	9.69	1979-80	275.58	8.69
	1980	291.01	9.12	1980-81	304.10	10.33
	1981	328.66	12.94	1981-82	330.03	8.53
	1982	341.31	3.85	1982-83*	349.50	5.90

* Based upon seven month Average (September - March)

TABLE 5 (continued)
AVERAGE WEEKLY EARNINGS (INDUSTRIAL COMPOSITE) BY COUNTY/DISTRICT
Dollar Amounts and Percentage Increases

County/District	Year	September (Dollars)	Percentage Change from Previous September	Year	September to August Average (Dollars)	Annual Average Percentage Change
WENTWORTH	1977	267.97	-----	1977-78	272.56	-----
	1978	285.42	6.51	1978-79	295.34	8.34
	1979	311.15	9.03	1979-80	317.35	7.46
	1980	335.20	7.73	1980-81	350.14	10.34
	1981	368.70	10.00	1981-82	388.88	11.07
	1982	409.43	11.04	1982-83*	409.14	5.21
YORK	1977	249.37	-----	1977-78	255.25	-----
	1978	264.63	6.13	1978-79	273.49	7.15
	1979	268.33	1.40	1979-80	295.06	7.90
	1980	314.70	17.30	1980-81	332.74	12.77
	1981	355.21	12.86	1981-82	370.92	11.47
	1982	390.00	9.80	1982-83*	397.14	7.07

* Based upon seven month average (September - March)

PART 5

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES, 1975-76 TO 1983-84

ABBREVIATIONS EMPLOYED IN FOLLOWING TABLE	EXPLANATION
# OF CASES	The number of negotiating situations available for analysis; only situations with a Category A4 or Group 4 maximum salary figure in effect for an entire agreement year have been included
AVG. AMT. OF COLA	Average cost-of-living allowance paid to all recipients; not necessarily those at Category A4-Group 4 maximum.
% <1ST YR = 100>	The percentage increase in the salary figure during the period reported having set the value of the salary figure for the first year available equal to 100 (for example: a value of 112.3 indicates an increase of 12.3% during the period reported).

Note: Total compensation figures for 1975-76 do not include employee benefits.

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM									AVERAGE ON-GRID SALARY		AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SAS	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	ATIKOKAN E	1975-76	NO CATEGORY A4									14906	14589	102.2	15728	15569	101.0
		1976-77	23560	71	76	0	14	24501	96.2	-----		16699	16674	100.1	18376	18415	99.8
		1977-78	24974	70	76	0	14	26141	95.5	-----		18521	18467	100.3	20314	20294	100.1
		1978-79	26415	74	76	0	12	27679	95.4	-----		20231	20030	101.0	22418	22107	101.4
		1979-80	28330	73	76	500	12	29737	95.3	-----		22927	22351	102.6	25848	24455	105.7
		1980-81	32316	41	76	0	12	32309	100.0	-----		25750	24785	103.9	29112	27178	107.1
		1981-82	34998	60	76	500	12	36056	97.1	-----		28908	28167	102.6	32630	30843	105.8
		1982-83	38515	70	76	0	12	39964	96.4	-----		31064	31763	97.8	34630	34617	100.0
		1983-84	40441	70	76	UNAV	12	42060	96.2	-----		33128	33794	98.0	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		171.7						171.7			198.4	202.7				
	BRANT E																
		1975-76	22050	51	74	0	11	22416	98.4	-----		13345	14589	91.5	14397	15569	92.5
		1976-77	24200	49	76	0	11	24501	98.8	-----		15608	16674	93.6	17336	18415	94.1
		1977-78	25627	58	76	0	11	26141	98.0	-----		16900	18467	91.5	18695	20294	92.1
		1978-79	27637	33	76	0	11	27679	99.9	-----		18767	20030	93.7	20523	22107	92.8
		1979-80	29630	43	76	0	11	29737	99.6	-----		21092	22351	94.4	22839	24455	93.4
		1980-81	32296	42	76	0	11	32309	100.0	-----		23724	24785	95.7	25747	27178	94.7
		1981-82	34880	64	76	140	11	36056	96.7	-----		26578	28167	94.4	29016	30843	94.1
		1982-83	38752	67	76	0	11	39964	97.0	39833		30851	31763	97.1	33364	34617	96.4
		1983-84	41825	52	76	UNAV	11	42060	99.4	-----		33415	33794	98.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		189.7						187.6			250.4	231.6				
	BRUCE E																
		1975-76	22600	26	74	0	11	22416	100.8	-----		14272	14589	97.8	14846	15569	95.4
		1976-77	24100	54	76	0	11	24501	98.4	-----		15799	16674	94.8	17157	18415	93.2
		1977-78	25500	60	76	0	11	26141	97.5	-----		16986	18467	92.0	18405	20294	90.7
		1978-79	26954	66	76	0	11	27679	97.4	-----		18318	20030	91.5	19910	22107	90.1
		1979-80	29218	60	76	0	11	29737	98.3	-----		20337	22351	91.0	22043	24455	90.1
		1980-81	31906	56	76	0	11	32309	98.8	-----		22484	24785	90.7	24344	27178	89.6
		1981-82	35858	54	76	0	11	36056	99.5	-----		25691	28167	91.2	27950	30843	90.6
		1982-83	38996	65	76	0	11	39964	97.6	-----		29506	31763	92.9	32248	34617	93.2
		1983-84	40946	66	76	UNAV	11	42060	97.4	-----		31495	33794	93.2	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		181.2						187.6			220.7	231.6				
	CARLETON E																
		1975-76	22800	21	74	0	13	22416	101.7	24000		14276	14589	97.9	14986	15569	96.3
		1976-77	25600	3	76	0	12	24501	104.5	-----		17729	16674	106.3	19412	18415	105.4
		1977-78	27460	2	76	0	12	26141	105.0	-----		19742	18467	106.9	21557	20294	106.2
		1978-79	29385	0	76	0	10	27679	106.2	-----		21699	20030	108.3	23518	22107	106.4
		1979-80	31500	0	76	0	10	29737	105.9	32155		23932	22351	107.1	25862	24455	105.8
		1980-81	34485	0	76	0	10	32309	105.7	-----		26979	24785	108.9	28983	27178	106.6

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY 4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	CARLETON E	1981-82	37025	8	76	0	10	36056	102.7	37120	29469	28167	104.6	31907	30843	103.4
		1982-83	40435	22	76	0	10	39964	101.2	-----	32864	31763	103.5	35626	34617	102.9
		1983-84	42457	23	76	UNAV	10	42060	100.9	-----	34672	33794	102.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		186.2					187.6			242.9	231.6				
	CENTRAL ALGOMA															
		1975-76	21593	68	74	0	13	22416	96.3	-----	14490	14589	99.3	14938	15569	95.9
		1976-77	23919	62	76	0	13	24501	97.6	-----	16948	16674	101.6	18551	18415	100.7
		1977-78	26069	42	76	0	13	26141	99.7	-----	19049	18467	103.2	20855	20294	102.8
		1978-79	27381	51	76	0	12	27679	98.9	-----	20920	20030	104.4	22887	22107	103.5
		1979-80	28851	68	76	0	12	29737	97.0	-----	22811	22351	102.1	25728	24455	105.2
		1980-81	30245	74	76	0	12	32309	93.6	-----	24747	24785	99.8	27140	27178	99.9
		1981-82	35684	56	76	0	12	36056	99.0	-----	29132	28167	103.4	31928	30843	103.5
		1982-83	40305	26	76	0	12	39964	100.9	-----	33571	31763	105.7	36826	34617	106.4
		1983-84	42320	27	76	UNAV	12	42060	100.6	-----	35407	33794	104.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		196.0					187.6			244.4	231.6				
	CHAPLEAU E															
		1975-76	22100	49	74	0	12	22416	98.6	-----	13903	14589	95.3	14697	15569	94.4
		1976-77	23831	64	76	0	12	24501	97.3	-----	15494	16674	92.9	16869	18415	91.6
		1977-78	25445	65	76	0	12	26141	97.3	-----	17157	18467	92.9	18994	20294	93.6
		1978-79	26742	69	76	0	12	27679	96.6	-----	18572	20030	92.7	20633	22107	93.3
		1979-80	28834	67	76	0	12	29737	97.1	-----	20990	22351	93.9	23197	24455	94.9
		1980-81	30845	70	76	0	12	32309	95.5	-----	22645	24785	91.4	25232	27178	92.8
		1981-82	35681	57	76	0	12	36056	99.0	-----	26194	28167	93.0	28789	30843	93.3
		1982-83	40088	34	76	0	12	39964	100.3	-----	30940	31763	97.4	34313	34617	99.1
		1983-84	42093	37	76	UNAV	12	42060	100.1	-----	33287	33794	98.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		190.5					187.6			239.4	231.6				
	C.IROQ.FALLS E															
		1975-76	23414	4	74	0	11	22416	104.5	24110	14158	14589	97.0	14493	15569	93.1
		1976-77	24900	20	76	0	11	24501	101.6	-----	15938	16674	95.6	16970	18415	92.2
		1977-78	26394	30	76	0	11	26141	101.0	-----	17364	18467	94.0	18641	20294	91.9
		1978-79	27800	28	76	0	11	27679	100.4	-----	19481	20030	97.3	21078	22107	95.3
		1979-80	29000	63	76	0	11	29737	97.5	-----	21888	22351	97.9	23348	24455	95.5
		1980-81	31560	64	76	0	11	32309	97.7	-----	24336	24785	98.2	25906	27178	95.3
		1981-82	34918	62	76	0	11	36056	96.8	35663	26882	28167	95.4	28733	30843	93.2
		1982-83	39944	46	76	0	11	39964	99.9	-----	31053	31763	97.8	33217	34617	96.0
		1983-84	41945	50	76	UNAV	11	42060	99.7	-----	32975	33794	97.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		179.1					187.6			232.9	231.6				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	DRYDEN E																
		1975-76	22630	25	74	0	10	22416	101.0	-----		13647	14589	93.5	14185	15569	91.1
		1976-77	25170	12	76	0	10	24501	102.7	-----		16563	16674	99.3	17759	18415	96.4
		1977-78	26650	23	76	0	10	26141	101.9	-----		18527	18467	100.3	19853	20294	97.8
		1978-79	28620	7	76	0	10	27679	103.4	-----		20492	20030	102.3	21935	22107	99.2
		1979-80	30335	19	76	0	10	29737	102.0	-----		22546	22351	100.9	24151	24455	98.8
		1980-81	32365	39	76	561	10	32309	100.2	-----		24661	24785	99.5	27026	27178	99.4
		1981-82	37171	6	76	0	11	36056	103.1	37500		28648	28167	101.7	30742	30843	99.7
		1982-83	41563	1	76	0	11	39964	104.0	42125		32359	31763	101.9	34968	34617	101.0
		1983-84	44231	0	76	UNAV	11	42060	105.2	-----		34488	33794	102.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		195.5						187.6			252.7	231.6				
	DUFFERIN E																
		1975-76	21433	69	74	0	12	22416	95.6	21665		13292	14589	91.1	14181	15569	91.1
		1976-77	23695	68	76	0	12	24501	96.7	-----		15175	16674	91.0	16763	18415	91.0
		1977-78	25610	59	76	0	12	26141	98.0	-----		16463	18467	89.1	18055	20294	89.0
		1978-79	27450	45	76	0	12	27679	99.2	-----		17381	20030	86.8	19063	22107	86.2
		1979-80	28976	65	76	0	12	29737	97.4	29500		19301	22351	86.4	21130	24455	86.4
		1980-81	32155	49	76	0	11	32309	99.5	-----		22189	24785	89.5	24335	27178	89.5
		1981-82	34905	63	76	0	11	36056	96.8	35080		24632	28167	87.4	26886	30843	87.2
		1982-83	38237	73	76	0	11	39964	95.7	-----		27755	31763	87.4	30302	34617	87.5
		1983-84	40149	73	76	UNAV	11	42060	95 [illegible]	-----		29671	33794	87.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		187.3						187.6			223.2	231.6				
	DURHAM E																
		1975-76	23202	7	74	119	11	22416	103.5	23770		14434	14589	98.9	15436	15569	99.1
		1976-77	25340	7	76	0	11	24501	103.4	-----		16265	16674	97.5	17859	18415	97.0
		1977-78	26830	18	76	0	11	26141	102.6	-----		17684	18467	95.8	19391	20294	95.6
		1978-79	28322	13	76	0	11	27679	102.3	28332		19086	20030	95.3	20942	22107	94.7
		1979-80	30429	13	76	0	11	29737	102.3	-----		20692	22351	92.6	22658	24455	92.6
		1980-81	33411	5	76	0	11	32309	103.4	-----		23519	24785	94.9	25553	27178	94.0
		1981-82	36605	24	76	0	11	36056	101.7	-----		26358	28167	93.6	28704	30843	93.1
		1982-83	39987	44	76	0	11	39964	100.1	-----		29509	31763	92.9	32209	34617	93.0
		1983-84	41936	47	76	UNAV	11	42060	99.8	-----		31202	33794	92.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		181.0						187.6			216.2	231.6				
	E.PARRY SOUND																
		1975-76	22400	37	74	0	13	22416	99.9	-----		13147	14589	90.1	14060	15569	90.3
		1976-77	24108	53	76	0	13	24501	98.4	-----		15427	16674	92.5	17374	18415	94.3
		1977-78	24603	72	76	0	12	26141	94.1	-----		16392	18467	88.8	18733	20294	92.3

EDUCATION RELATIONS COMMISSION
SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SES	AVG. AMT. OF COLA	YEARS	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	E.PARRY SOUND	1978-79	26620	73	76	0	13	27679	96.2	-----	18435	20030	92.0	20511	22107	92.8
		1979-80	28550	71	76	0	13	29737	96.0	-----	20633	22351	92.3	22902	24455	93.6
		1980-81	30491	72	76	0	13	32309	94.4	-----	23104	24785	93.2	25667	27178	94.4
		1981-82	34210	72	76	0	13	36056	94.9	-----	26333	28167	93.5	29181	30843	94.6
		1982-83	38515	70	76	0	13	39964	96.4	-----	30788	31763	96.9	33877	34617	97.9
		1983-84	40325	72	76	UNAV	13	42060	95.9	-----	32256	33794	95.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		180.0					187.6			245.3	231.6				
	EAST YORK E															
		1975-76	22969	13	74	0	12	22416	102.5	23415	15135	14589	103.7	16504	15569	106.0
		1976-77	24820	23	76	308	11	24501	101.3	-----	17011	16674	102.0	19744	18415	107.2
		1977-78	26997	7	76	0	10	26141	103.3	-----	19196	18467	103.9	21224	20294	104.6
		1978-79	27267	57	76	600	10	27679	98.5	-----	20249	20030	101.1	23138	22107	104.7
		1979-80	30405	14	76	0	10	29737	102.2	-----	23444	22351	104.9	26029	24455	106.4
		1980-81	32533	23	76	208	10	32309	100.7	-----	25556	24785	103.1	28440	27178	104.6
		1981-82	36720	16	76	150	10	36056	101.8	-----	29453	28167	104.6	32532	30843	105.5
		1982-83	40025	36	76	0	10	39964	100.2	-----	32791	31763	103.2	36024	34617	104.1
		1983-84	42026	39	76	UNAV	10	42060	99.9	-----	34735	33794	102.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		183.0					187.6			229.5	231.6				
	ELGIN COUNTY E															
		1975-76	22100	49	74	0	12	22416	98.6	-----	13736	14589	94.2	14573	15569	93.6
		1976-77	24000	58	76	0	12	24501	98.0	-----	15708	16674	94.2	17084	18415	92.8
		1977-78	25500	60	76	0	12	26141	97.5	-----	16404	18467	88.8	18221	20294	89.8
		1978-79	27500	40	76	0	12	27679	99.4	-----	17840	20030	89.1	19674	22107	89.0
		1979-80	29500	49	76	0	12	29737	99.2	-----	19786	22351	88.5	21849	24455	89.3
		1980-81	32500	29	76	0	12	32309	100.6	-----	22551	24785	91.0	24686	27178	90.8
		1981-82	36000	45	76	0	12	36056	99.8	-----	25412	28167	90.2	27813	30843	90.2
		1982-83	39602	53	76	0	12	39964	99.1	-----	28943	31763	91.1	31761	34617	91.8
		1983-84	41582	58	76	UNAV	12	42060	98.9	-----	31279	33794	92.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		188.2					187.6			227.7	231.6				
	ESPANOLA E															
		1975-76	21250	71	74	0	10	22416	94.8	-----	13135	14589	90.0	13430	15569	86.3
		1976-77	24040	57	76	0	12	24501	98.1	-----	14435	16674	86.6	16024	18415	87.0
		1977-78	25490	63	76	0	12	26141	97.5	-----	15503	18467	83.9	17221	20294	84.9
		1978-79	27400	48	76	0	12	27679	99.0	-----	17497	20030	87.4	19337	22107	87.5
		1979-80	29701	39	76	0	12	29737	99.9	29865	19816	22351	88.7	22066	24455	90.2
		1980-81	32520	28	76	0	11	32309	100.7	-----	22594	24785	91.2	25014	27178	92.0
		1981-82	34796	66	76	219	11	36056	96.5	-----	25253	28167	89.7	28017	30843	90.8
		1982-83	40490	19	76	0	11	39964	101.3	-----	30164	31763	95.0	32590	34617	94.1
		1983-84	42515	21	76	UNAV	11	42060	101.1	-----	32531	33794	96.3	UNAVAIL	UNAVAIL	UNAVAIL

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOM AX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE UN-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	ESPANOLA E																
	% <1ST YR=100>		200.1						187.6			247.7	231.6				
	ESSEX COUNTY E																
		1975-76	21756	60	74	0	12		22416	97.1	22260	14170	14589	97.1	14904	15569	95.7
		1976-77	24600	34	76	0	12		24501	100.4	-----	16441	16674	98.6	18387	18415	99.8
		1977-78	26200	35	76	0	12		26141	100.2	-----	18693	18467	101.2	20668	20294	101.8
		1978-79	28000	20	76	0	10		27679	101.2	-----	20780	20030	103.7	22787	22107	103.1
		1979-80	30100	24	76	0	10		29737	101.2	-----	22820	22351	102.1	24797	24455	101.4
		1980-81	31900	57	76	1176	10		32309	98.7	33000	24706	24785	99.7	28019	27178	103.1
		1981-82	34750	67	76	1273	10		36056	96.4	35500	27636	28167	98.1	31235	30843	101.3
		1982-83	39978	45	76	0	10		39964	100.0	-----	32497	31763	102.3	34682	34617	100.2
		1983-84	41980	48	76	UNAV	10		42060	99.8	-----	34676	33794	102.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		193.0						187.6			244.7	231.6				
	ETOBICOKE E																
		1975-76	22969	13	74	0	12		22416	102.5	23415	15573	14589	106.7	16810	15569	108.0
		1976-77	24820	23	76	100	11		24501	101.3	-----	17403	16674	104.4	19455	18415	105.6
		1977-78	26997	7	76	0	10		26141	103.3	-----	19596	18467	106.1	21700	20294	106.9
		1978-79	27267	57	76	810	10		27679	98.5	-----	20814	20030	103.9	23789	22107	107.6
		1979-80	30405	14	76	0	10		29737	102.2	-----	24270	22351	108.6	26644	24455	109.0
		1980-81	32533	23	76	215	10		32309	100.7	-----	26665	24785	107.6	29416	27178	108.2
		1981-82	36720	16	76	168	10		36056	101.8	-----	30647	28167	108.8	33764	30843	109.5
		1982-83	40025	36	76	0	10		39964	100.2	-----	33063	31763	106.6	37058	34617	107.1
		1983-84	42026	39	76	UNAV	10		42060	99.9	-----	35912	33794	106.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		183.0						187.6			230.6	231.6				
	FT FR-RAINY R																
		1975-76	22285	45	74	0	11		22416	99.4	-----	14032	14589	96.2	14577	15569	93.6
		1976-77	24180	51	76	0	11		24501	98.7	-----	15790	16674	94.7	17050	18415	92.6
		1977-78	26356	31	76	0	11		26141	100.8	-----	17909	18467	97.0	19331	20294	95.3
		1978-79	28430	11	76	0	11		27679	102.7	-----	19965	20030	99.7	21576	22107	97.6
		1979-80	29930	31	76	0	11		29737	100.6	-----	22252	22351	99.6	24072	24455	98.4
		1980-81	32950	13	76	0	11		32309	102.0	-----	24841	24785	100.2	26670	27178	98.1
		1981-82	36180	38	76	0	11		36056	100.3	-----	27801	28167	98.7	29926	30843	97.0
		1982-83	39440	55	76	0	11		39964	98.7	-----	30771	31763	96.9	33566	34617	97.0
		1983-84	41410	61	76	UNAV	11		42060	98.5	-----	32981	33794	97.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		185.8						187.6			235.0	231.6				
	FRONTENAC CTY																
		1975-76	21640	64	74	594	14		22416	96.5	22600	12985	14589	89.0	14726	15569	94.6

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY		AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	FRONTENAC E	1976-77	24062	55	76	0	14	24501	98.2	25036	15356	16674	92.1	16403	18415	89.1
		1977-78	25997	45	76	66	14	26141	99.5	26638	17178	18467	93.0	18791	20294	92.6
		1978-79	27668	32	76	42	14	27679	100.0	28354	19132	20030	95.5	20850	22107	94.3
		1979-80	30078	25	76	0	14	29737	101.1	30668	21482	22351	96.1	23137	24455	94.6
		1980-81	32500	29	76	0	12	32309	100.6	-----	24317	24785	98.1	26242	27178	96.6
		1981-82	36123	41	76	0	12	36056	100.2	36263	27763	28167	98.6	29898	30843	96.9
		1982-83	39889	49	76	0	12	39964	99.8	-----	30923	31763	97.4	33439	34617	96.6
		1983-84	42198	30	76	UNAV	12	42060	100.3	-----	32699	33794	96.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		195.0					187.6			251.8	231.6				
	GERALDTON E															
		1975-76	22320	41	74	0	12	22416	99.6	23120	14593	14589	100.0	14880	15569	95.6
		1976-77	25160	14	76	0	13	24501	102.7	-----	17072	16674	102.4	18152	18415	98.6
		1977-78	26670	22	76	0	13	26141	102.0	-----	18952	18467	102.6	20095	20294	99.0
		1978-79	28270	14	76	0	13	27679	102.1	-----	20795	20030	103.8	22053	22107	99.8
		1979-80	30530	11	76	0	13	29737	102.7	-----	22678	22351	101.5	24078	24455	98.5
		1980-81	33080	11	76	0	13	32309	102.4	-----	24156	24785	97.5	25906	27178	95.3
		1981-82	36290	36	76	0	13	36056	100.6	-----	26908	28167	95.5	29022	30843	94.1
		1982-83	41460	2	76	0	13	39964	103.7	-----	31260	31763	98.4	33827	34617	97.7
		1983-84	43530	4	76	UNAV	13	42060	103.5	-----	33405	33794	98.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		195.0					187.6			228.9	231.6				
	GREY CTY E															
		1975-76	21600	67	74	720	12	22416	96.4	-----	14031	14589	96.2	15357	15569	98.6
		1976-77	24000	58	76	514	12	24501	98.0	-----	15998	16674	95.9	17660	18415	95.9
		1977-78	26000	44	76	0	12	26141	99.5	-----	17918	18467	97.0	19259	20294	94.9
		1978-79	27456	44	76	0	12	27679	99.2	27560	19555	20030	97.6	20971	22107	94.9
		1979-80	29551	48	76	44	12	29737	99.4	-----	21605	22351	96.7	23024	24455	94.1
		1980-81	32055	53	76	255	12	32309	99.2	-----	23829	24785	96.1	25715	27178	94.6
		1981-82	35687	55	76	0	12	36056	99.0	-----	26585	28167	94.4	28389	30843	92.0
		1982-83	39042	64	76	0	12	39964	97.7	39613	29962	31763	94.3	32194	34617	93.0
		1983-84	41594	57	76	UNAV	12	42060	98.9	-----	32825	33794	97.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		192.6					187.6			233.9	231.6				
	HALDIMAND E	1975-76	NO CATEGORY A4								13572	14589	93.0	14135	15569	90.8
		1976-77	24530	37	76	0	12	24501	100.1	-----	15049	16674	90.3	16272	18415	88.4
		1977-78	25855	49	76	0	12	26141	98.9	-----	16552	18467	89.6	17825	20294	87.8
		1978-79	27535	38	76	0	12	27679	99.5	-----	17930	20030	89.5	19358	22107	87.6
		1979-80	29609	45	76	0	12	29737	99.6	29756	20088	22351	89.9	21600	24455	88.3
		1980-81	31839	60	76	0	11	32309	98.5	-----	22043	24785	92.2	24544	27178	90.3
		1981-82	36166	39	76	0	11	36056	100.3	-----	26423	28167	93.8	28334	30843	91.9
		1982-83	40114	32	76	0	11	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM									AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# CASES	AVG. AMT. OF COLA	YEARS TO MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	HALDIMAND E	1983-84	42151	34	76	UNAV	11	42060	100.2	-----	32269	33794	95.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		171.8					171.7			214.4	202.7				
	HALIBURTON CTY															
		1975-76	21750	61	74	0	14	22416	97.0	-----	13628	14589	93.4	14033	15569	90.1
		1976-77	23450	72	76	0	12	24501	95.7	-----	15318	16674	91.9	16399	18415	89.0
		1977-78	24500	74	76	0	12	26141	93.7	-----	16826	18467	91.1	17949	20294	88.4
		1978-79	26705	71	76	0	11	27679	96.5	-----	19032	20030	95.0	20328	22107	92.0
		1979-80	28635	70	76	72	11	29737	96.3	-----	21686	22351	97.0	23116	24455	94.5
		1980-81	30475	73	76	0	11	32309	94.3	-----	23970	24785	96.7	25671	27178	94.5
		1981-82	36000	45	76	0	11	36056	99.8	-----	27591	28167	98.0	29325	30843	95.1
		1982-83	40425	23	76	0	11	39964	101.2	41250	32129	31763	101.2	33715	34617	97.4
		1983-84	43313	7	76	UNAV	11	42060	103.0	-----	34800	33794	103.0	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		199.1					187.6			255.3	231.6				
	HALTON E															
		1975-76	23500	3	74	0	12	22416	104.8	-----	14866	14589	101.9	15786	15569	101.4
		1976-77	25350	6	76	0	12	24501	103.5	-----	16701	16674	100.2	18347	18415	99.6
		1977-78	26843	17	76	0	12	26141	102.7	-----	18423	18467	99.8	20106	20294	99.1
		1978-79	28454	8	76	0	12	27679	102.8	-----	20167	20030	100.7	21995	22107	99.5
		1979-80	29999	30	76	0	12	29737	100.9	-----	22035	22351	98.6	23883	24455	97.7
		1980-81	32490	31	76	0	12	32309	100.6	-----	24513	24785	98.9	26582	27178	97.8
		1981-82	36974	11	76	0	12	36056	102.5	37364	28216	28167	100.2	30617	30843	99.3
		1982-83	40727	14	76	0	12	39964	101.9	-----	31756	31763	100.0	34526	34617	99.7
		1983-84	42763	16	76	UNAV	12	42060	101.7	-----	33747	33794	99.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		182.0					187.6			227.0	231.6				
	HAMILTON E															
		1975-76	22506	33	74	0	11	22416	100.4	-----	14037	14589	96.2	14902	15569	95.7
		1976-77	24320	46	76	0	11	24501	99.3	24906	16329	16674	97.9	18010	18415	97.8
		1977-78	26903	15	76	0	11	26141	102.9	-----	18237	18467	98.8	20126	20294	99.2
		1978-79	28750	5	76	0	11	27679	103.9	-----	20283	20030	101.3	22192	22107	100.4
		1979-80	30906	3	76	0	11	29737	103.9	-----	22351	22351	100.0	24362	24455	99.6
		1980-81	33317	6	76	0	11	32309	103.1	-----	24728	24785	99.8	26853	27178	98.8
		1981-82	37515	4	76	0	11	36056	104.0	37648	28535	28167	101.3	30939	30843	100.3
		1982-83	40660	16	76	0	11	39964	101.7	-----	31724	31763	99.9	34212	34617	98.8
		1983-84	42693	18	76	UNAV	11	42060	101.5	-----	33636	33794	99.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		189.7					187.6			239.6	231.6				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	HASTINGS CTY E															
		1975-76	22640	24	74	0	14	22416	101.0	22800	13923	14589	95.4	14865	15569	95.5
		1976-77	24500	39	76	0	14	24501	100.0	-----	15767	16674	94.6	17391	18415	94.4
		1977-78	25900	47	76	0	14	26141	99.1	-----	16993	18467	92.0	18943	20294	93.3
		1978-79	27480	43	76	0	14	27679	99.3	27600	18662	20030	93.2	20576	22107	93.1
		1979-80	29620	44	76	0	14	29737	99.6	29900	20666	22351	92.5	22710	24455	92.9
		1980-81	32618	20	76	0	14	32309	101.0	-----	23607	24785	95.2	25727	27178	94.7
		1981-82	35972	49	76	0	14	36056	99.8	36233	26622	28167	94.5	28970	30843	93.9
		1982-83	39494	54	76	0	14	39964	98.8	-----	29698	31763	93.5	32303	34617	93.3
		1983-84	41469	60	76	UNAV	14	42060	98.6	-----	31660	33794	93.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		183.2					187.6			227.4	231.6				
	HEARST E															
		1975-76	22300	42	74	0	12	22416	99.5	-----	14282	14589	97.9	14465	15569	92.9
		1976-77	23120	74	76	0	12	24501	94.4	-----	15495	16674	92.9	16682	18415	90.6
		1977-78	24600	73	76	0	12	26141	94.1	-----	16201	18467	87.7	17454	20294	86.0
		1978-79	28202	16	76	0	12	27679	101.9	-----	18644	20030	93.1	20046	22107	90.7
		1979-80	29402	51	76	0	12	29737	98.9	-----	20173	22351	90.3	21580	24455	88.2
		1980-81	33015	12	76	0	12	32309	102.2	-----	21625	24785	87.3	23253	27178	85.6
		1981-82	35865	53	76	0	12	36056	99.5	-----	24182	28167	85.9	26062	30843	84.5
		1982-83	39093	61	76	0	12	39964	97.8	-----	26661	31763	83.9	28921	34617	83.5
		1983-84	40749	67	76	UNAV	12	42060	96.9	-----	30462	33794	90.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		182.7					187.6			213.3	231.6				
	HORNEPAYNE E															
		1975-76	21631	65	74	0	11	22416	96.5	-----	13938	14589	95.5	14743	15569	94.7
		1976-77	23794	65	76	0	11	24501	97.1	-----	15814	16674	94.8	17263	18415	93.7
		1977-78	25500	60	76	0	11	26141	97.5	-----	16842	18467	91.2	18398	20294	90.7
		1978-79	26800	67	76	0	11	27679	96.8	-----	17309	20030	86.4	18797	22107	85.0
		1979-80	28940	66	76	0	11	29737	97.3	-----	20506	22351	91.7	22149	24455	90.6
		1980-81	32413	34	76	0	11	32309	100.3	-----	24096	24785	97.2	26427	27178	97.2
		1981-82	36529	27	76	0	11	36056	101.3	-----	24125	28167	85.7	26981	30843	87.5
		1982-83	40912	10	76	0	11	39964	102.4	-----	28301	31763	89.1	31772	34617	91.8
		1983-84	42958	12	76	UNAV	11	42060	102.1	-----	31649	33794	93.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		198.6					187.6			227.1	231.6				
	HURON CTY E															
		1975-76	21900	56	74	70	10	22416	97.7	-----	14068	14589	96.4	15276	15569	98.1
		1976-77	23973	60	76	0	10	24501	97.8	-----	16109	16674	96.6	18083	18415	98.2
		1977-78	25040	69	76	0	10	26141	95.8	-----	17551	18467	95.0	19562	20294	96.4

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	HURON	1978-79	26730	70	76	0	10	27679	96.6	-----	19294	20030	96.3	21433	22107	97.0
		1979-80	29000	63	76	0	10	29737	97.5	-----	21476	22351	96.1	22908	24455	93.7
		1980-81	31320	68	76	0	10	32309	96.9	31900	23644	24785	95.4	26091	27178	96.0
		1981-82	36000	45	76	0	10	36056	99.8	-----	28259	28167	100.3	30216	30843	98.0
		1982-83	40050	35	76	0	10	39964	100.2	-----	31916	31763	100.5	34390	34617	99.3
		1983-84	42050	38	76	UNAV	10	42060	100.0	-----	34049	33794	100.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		192.0					187.6			242.0	231.6				
	KAPUSKASING E															
		1975-76	22740	23	74	0	11	22416	101.4	-----	16086	14589	110.3	16595	15569	106.6
		1976-77	25192	11	76	0	11	24501	102.8	-----	17469	16674	104.8	18705	18415	101.6
		1977-78	26981	13	76	0	11	26141	103.2	-----	19222	18467	104.1	20486	20294	100.9
		1978-79	28657	6	76	0	11	27679	103.5	-----	20723	20030	103.5	22267	22107	100.7
		1979-80	30857	6	76	0	11	29737	103.8	31100	22302	22351	99.8	23813	24455	97.4
		1980-81	32653	18	76	173	11	32309	101.1	-----	24530	24785	99.0	26614	27178	97.9
		1981-82	36714	23	76	0	11	36056	101.8	36932	28312	28167	100.5	30929	30843	100.3
		1982-83	40441	21	76	0	11	39964	101.2	-----	31196	31763	98.2	34858	34617	100.7
		1983-84	42099	35	76	UNAV	11	42060	100.1	-----	33293	33794	98.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		185.1					187 6			207.0	231.6				
	KENORA E															
		1975-76	22500	34	74	143	12	22416	100.4	-----	15412	14589	105.6	15955	15569	102.5
		1976-77	24400	41	76	0	12	24501	99.6	-----	17811	16674	106.8	19020	18415	103.3
		1977-78	26100	39	76	3	12	26141	99.8	-----	19261	18467	104.3	20197	20294	99.5
		1978-79	27907	25	76	154	10	27679	100.8	28011	21035	20030	105.0	22570	22107	102.1
		1979-80	30169	22	76	0	10	29737	101.5	-----	22962	22351	102.7	24380	24455	99.7
		1980-81	32426	33	76	402	10	32309	100.4	-----	24689	24785	99.6	26658	27178	98.1
		1981-82	36920	12	76	0	10	36056	102.4	37050	28519	28167	101.2	30634	30843	99.3
		1982-83	41422	3	76	0	10	39964	103.6	41496	32582	31763	102.6	34708	34617	100.3
		1983-84	43571	2	76	UNAV	10	42060	103.6	-----	34741	33794	102.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		193.6					187.6			225.4	231.6				
	KENT CTY E															
		1975-76	22300	42	74	0	12	22416	99.5	-----	13978	14589	95.8	14700	15569	94.4
		1976-77	24400	41	76	0	12	24501	99.6	-----	15849	16674	95.0	17488	18415	95.0
		1977-78	25960	46	76	0	12	26141	99.3	-----	17411	18467	94.3	19148	20294	94.4
		1978-79	27500	40	76	0	11	27679	99.4	-----	19104	20030	95.4	21037	22107	95.2
		1979-80	29350	53	76	0	11	29737	98.7	-----	21001	22351	94.0	23033	24455	94.2
		1980-81	32000	16	76	0	11	32309	101.5	-----	24071	24785	97.1	26395	27178	97.1
		1981-82	36360	31	76	0	11	36056	100.8	-----	27457	28167	97.5	30228	30843	98.0
		1982-83	39900	48	76	0	11	39964	99.8	-----	31056	31763	97.8	34069	34617	98.4
		1983-84	41895	51	76	UNAV	11	42060	99.6	-----	33282	33794	98.5	UNAVAIL	UNAVAIL	UNAVAIL

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	KENT E																
	% <1ST YR=100>		187.9						187.6			238.1	231.6				
	KIRKLAND LAKE																
		1975-76	20950	73	74	0	12	22416	93.5	-----		14538	14589	99.6	15409	15569	99.0
		1976-77	24400	41	76	0	12	24501	99.6	-----		16514	16674	99.0	18165	18415	98.6
		1977-78	26350	32	76	0	11	26141	100.8	-----		18424	18467	99.8	20368	20294	100.4
		1978-79	27870	26	76	0	11	27679	100.7	-----		20322	20030	101.5	22036	22107	99.7
		1979-80	29682	40	76	0	11	29737	99.8	-----		22502	22351	100.7	24584	24455	100.5
		1980-81	32221	46	76	0	11	32309	99.7	32330		25825	24785	104.2	28699	27178	105.6
		1981-82	36371	30	76	0	11	36056	100.9	-----		29769	28167	105.7	32732	30843	106.1
		1982-83	39644	52	76	0	11	39964	99.2	-----		32494	31763	102.3	36011	34617	104.0
		1983-84	41626	56	76	UNAV	11	42060	99.0	-----		34264	33794	101.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		198.7						187.6			235.7	231.6				
	LAKEHEAD E																
		1975-76	22598	27	74	218	11	22416	100.8	23610		14812	14589	101.5	16068	15569	103.2
		1976-77	25303	9	76	0	11	24501	103.3	25494		17306	16674	103.8	19347	18415	105.1
		1977-78	27300	4	76	0	11	26141	104.4	-----		19289	18467	104.4	21364	20294	105.3
		1978-79	28938	4	76	0	11	27679	104.6	-----		21054	20030	105.1	23234	22107	105.1
		1979-80	30749	8	76	0	11	29737	103.4	30992		23054	22351	103.1	25301	24455	103.5
		1980-81	33161	8	76	353	11	32309	102.6	-----		25587	24785	103.2	28307	27178	104.2
		1981-82	37529	3	76	0	11	36056	104.1	-----		29643	28167	105.2	32208	30843	104.4
		1982-83	40839	12	76	0	11	39964	102.2	-----		33373	31763	105.1	36384	34617	105.1
		1983-84	42881	14	76	UNAV	11	42060	102.0	-----		35024	33794	103.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		189.8						187.6			236.5	231.6				
	LAKE SUPERIOR																
		1975-76	22036	54	74	0	13	22416	98.3	-----		12669	14589	86.8	13734	15569	88.2
		1976-77	24628	33	76	0	12	24501	100.5	-----		15270	16674	91.6	17204	18415	93.4
		1977-78	25800	51	76	0	12	26141	98.7	-----		17090	18467	92.5	19223	20294	94.7
		1978-79	27610	34	76	0	11	27679	99.8	28000		19395	20030	96.8	21440	22107	97.0
		1979-80	30900	4	76	0	11	29737	103.9	-----		23213	22351	103.9	24633	24455	100.7
		1980-81	33650	4	76	0	11	32309	104.2	-----		25761	24785	103.9	27352	27178	100.6
		1981-82	36780	15	76	0	10	36056	102.0	-----		28442	28167	101.0	30071	30843	97.5
		1982-83	40090	33	76	0	10	39964	100.3	-----		31611	31763	99.5	33637	34617	97.2
		1983-84	42095	36	76	UNAV	10	42060	100.1	-----		33513	33794	99.2	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		191.0						187.6			264.5	231.6				
	LAMBTON CTY E																
		1975-76	22050	51	74	0	12	22416	98.4	-----		14147	14589	97.0	15163	15569	97.4

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CASE	AVG. AMT. OF COLA	YEARS	TOM AX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	LAMBTON CTY E	1976-77	23600	69	76	0	12	24501	96.3	-----	15908	16674	95.4	17297	18415	93.9
		1977-78	24900	71	76	0	12	26141	95.3	-----	16255	18467	88.0	17879	20294	88.1
		1978-79	27440	46	76	0	12	27679	99.1	-----	18189	20030	90.8	20182	22107	91.3
		1979-80	29400	52	76	0	12	29737	98.9	-----	20253	22351	90.6	22378	24455	91.5
		1980-81	31400	67	76	0	12	32309	97.2	-----	22580	24785	91.1	24871	27178	91.5
		1981-82	36080	42	76	0	12	36056	100.1	-----	26240	28167	93.2	28763	30843	93.3
		1982-83	39270	58	76	0	11	39964	98.3	-----	29711	31763	93.5	32590	34617	94.1
		1983-84	41234	63	76	UNAV	11	42060	98.0	-----	31821	33794	94.2	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		187.0					187.6			224.9	231.6				
	LANARK CTY E															
		1975-76	23550	2	74	160	12	22416	105.1	-----	13721	14589	94.0	14596	15569	93.7
		1976-77	25810	0	76	0	12	24501	105.3	-----	15843	16674	95.0	17445	18415	94.7
		1977-78	27180	5	76	0	12	26141	104.0	-----	17095	18467	92.6	18749	20294	92.4
		1978-79	28270	14	76	0	12	27679	102.1	-----	18193	20030	90.8	20246	22107	91.6
		1979-80	30000	28	76	0	12	29737	100.9	-----	20007	22351	89.5	21985	24455	89.9
		1980-81	31950	55	76	250	12	32309	98.9	-----	22067	24785	89.0	24402	27178	89.8
		1981-82	36060	44	76	0	12	36056	100.0	-----	26270	28167	93.3	28597	30843	92.7
		1982-83	40750	13	76	0	12	39964	102.0	-----	29737	31763	93.6	32270	34617	93.2
		1983-84	42788	15	76	UNAV	12	42060	101.7	-----	31806	33794	94.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		181.7					187.6			231.8	231.6				
	LEEDS,GREN E															
		1975-76	21731	62	74	281	14	22416	96.9	22415	13373	14589	91.7	14565	15569	93.6
		1976-77	24719	29	76	0	14	24501	100.9	-----	15917	16674	95.5	17420	18415	94.6
		1977-78	26165	38	76	0	14	26141	100.1	-----	17033	18467	92.2	18748	20294	92.4
		1978-79	27709	30	76	0	14	27679	100.1	-----	18640	20030	93.1	20486	22107	92.7
		1979-80	29847	35	76	0	14	29737	100.4	30164	20602	22351	92.2	22589	24455	92.4
		1980-81	32577	22	76	0	13	32309	100.8	-----	23135	24785	93.3	24565	27178	90.4
		1981-82	35958	51	76	250	12	36056	99.7	36518	26226	28167	93.1	28951	30843	93.9
		1982-83	40298	27	76	0	12	39964	100.8	-----	30199	31763	95.1	32886	34617	95.0
		1983-84	42313	28	76	UNAV	12	42060	100.6	-----	32039	33794	94.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		194.7					187.6			239.6	231.6				
	LENNOX,ADD. E															
		1975-76	22540	29	74	0	11	22416	100.6	22900	14154	14589	97.0	14537	15569	93.4
		1976-77	24400	41	76	0	11	24501	99.6	-----	15674	16674	94.0	16899	18415	91.8
		1977-78	25645	56	76	0	11	26141	98.1	-----	17128	18467	92.7	18379	20294	90.6
		1978-79	26780	68	76	0	11	27679	96.8	-----	18486	20030	92.3	19686	22107	89.1
		1979-80	28414	72	76	0	11	29737	95.6	-----	20071	22351	89.8	21513	24455	88.0
		1980-81	30801	71	76	0	11	32309	95.3	-----	22793	24785	92.0	24478	27178	90.1
		1981-82	34805	65	76	0	11	36056	96.5	35421	25820	28167	91.7	27737	30843	89.9

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY		AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CASE	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	LENNOX,ADD.E	1982-83	38609	69	76	0	0	11	39964	96.6	-----	29275	31763	92.2	31473	34617	90.9
		1983-84	40539	69	76	UNAV		11	42060	96.4	-----	31470	33794	93.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		179.9						187.6			222.3	231.6				
	LINCOLN CTY E																
		1975-76	22851	19	74		0	13	22416	101.9	23308	15736	14589	107.9	16415	15569	105.4
		1976-77	25359	5	76		0	11	24501	103.5	-----	18175	16674	109.0	20127	18415	109.3
		1977-78	27471	1	76		0	11	26141	105.1	-----	20282	18467	109.8	21655	20294	106.7
		1978-79	29257	1	76		0	11	27679	105.7	29715	22181	20030	110.7	24013	22107	108.6
		1979-80	31232	1	76		0	11	29737	105.0	-----	24416	22351	109.2	26469	24455	108.2
		1980-81	33887	3	76		0	11	32309	104.9	-----	27159	24785	109.6	29286	27178	107.8
		1981-82	37530	2	76		0	11	36056	104.1	-----	30534	28167	108.4	33010	30843	107.0
		1982-83	40908	11	76		0	11	39964	102.4	-----	33675	31763	106.0	36464	34617	105.3
		1983-84	42953	13	76	UNAV		11	42060	102.1	-----	35842	33794	106.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		188.0						187.6			227.8	231.6				
	LONDON E																
		1975-76	22336	40	74		0	12	22416	99.6	23260	15123	14589	103.7	15627	15569	100.4
		1976-77	24042	56	76		0	11	24501	98.1	24510	16966	16674	101.8	18617	18415	101.1
		1977-78	26200	35	76		0	10	26141	100.2	-----	18500	18467	100.2	20730	20294	102.1
		1978-79	28000	20	76		0	10	27679	101.2	-----	20433	20030	102.0	22873	22107	103.5
		1979-80	29340	54	76		430	10	29737	98.7	-----	22038	22351	98.6	24799	24455	101.4
		1980-81	32350	40	76		0	10	32309	100.1	-----	24824	24785	100.2	27227	27178	100.2
		1981-82	34620	70	76		533	10	36056	96.0	-----	27248	28167	96.7	30363	30843	98.4
		1982-83	39900	47	76		0	10	39964	99.8	40500	32056	31763	100.9	34956	34617	101.0
		1983-84	42525	20	76	UNAV		10	42060	101.1	-----	34036	33794	100.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		190.4						187.6			225.1	231.6				
	MANITOULIN E																
		1975-76	22520	30	74		0	12	22416	100.5	22600	13742	14589	94.2	14056	15569	90.3
		1976-77	23700	67	76		0	12	24501	96.7	-----	15049	16674	90.3	16186	18415	87.9
		1977-78	26100	39	76		0	12	26141	99.8	-----	17098	18467	92.6	18526	20294	91.3
		1978-79	27700	31	76		0	12	27679	100.1	-----	18810	20030	93.9	20239	22107	91.6
		1979-80	29325	55	76		0	12	29737	98.6	-----	20437	22351	91.4	22064	24455	90.2
		1980-81	31880	58	76		0	12	32309	98.7	-----	22438	24785	90.5	24230	27178	89.2
		1981-82	34480	71	76		502	12	36056	95.6	-----	24431	28167	86.7	26631	30843	86.3
		1982-83	39431	56	76		0	12	39964	98.7	39717	27805	31763	87.5	30195	34617	87.2
		1983-84	41703	55	76	UNAV		12	42060	99.2	-----	29460	33794	87.2	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		185.2						187.6			214.4	231.6				

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY		AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CAS ES	AVG. AMT. OF COLA	YEARS	TOM AX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	MICHIPICOTEN E																	
		1975-76	21190	72	74		0	13	22416	94.5	-----		12927	14589	88.6	13519	15569	86.8
		1976-77	22340	75	76		0	13	24501	91.2	-----		14841	16674	89.0	16365	18415	88.9
		1977-78	22800	75	76		0	10	26141	87.2	-----		16521	18467	89.5	18082	20294	89.1
		1978-79	25450	75	76		0	10	27679	91.9	-----		19377	20030	96.7	21168	22107	95.8
		1979-80	25450	75	76	1957		10	29737	85.6	-----		20482	22351	91.6	24493	24455	100.2
		1980-81	29730	75	76		0	10	32309	92.0	-----		25176	24785	101.6	27321	27178	100.5
		1981-82	33594	74	76		0	10	36056	93.2	-----		28967	28167	102.8	31349	30843	101.6
		1982-83	37390	75	76		0	10	39964	93.6	-----		33224	31763	104.6	36080	34617	104.2
		1983-84	39260	75	76	UNAV		10	42060	93.3	-----		34724	33794	102.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		185.3							187.6			268.6	231.6				
	MIDDLESEX CTY																	
		1975-76	22450	36	74		288	12	22416	100.2	-----		14553	14589	99.8	15387	15569	98.8
		1976-77	24275	47	76		0	12	24501	99.1	-----		16151	16674	96.9	17444	18415	94.7
		1977-78	25700	53	76		0	12	26141	98.3	-----		17733	18467	96.0	19106	20294	94.1
		1978-79	27300	54	76		0	12	27679	98.6	-----		19205	20030	95.9	20729	22107	93.8
		1979-80	29250	57	76		0	12	29737	98.4	29500		21330	22351	95.4	23009	24455	94.1
		1980-81	32210	47	76		0	12	32309	99.7	-----		23778	24785	95.9	25781	27178	94.9
		1981-82	35925	52	76		0	12	36056	99.6	-----		26861	28167	95.4	29012	30843	94.1
		1982-83	40180	29	76		0	12	39964	100.5	-----		30505	31763	96.0	33157	34617	95.8
		1983-84	42189	31	76	UNAV		12	42060	100.3	-----		32728	33794	96.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		187.9							187.6			224.9	231.6				
	MUSKOKA E																	
		1975-76	21893	57	74		0	13	22416	97.7	-----		14781	14589	101.3	15272	15569	98.1
		1976-77	23891	63	76		0	13	24501	97.5	-----		16459	16674	98.7	17795	18415	96.6
		1977-78	25219	67	76		0	13	26141	96.5	-----		17919	18467	97.0	19315	20294	95.2
		1978-79	26652	72	76		0	13	27679	96.3	27608		19466	20030	97.2	21018	22107	95.1
		1979-80	29262	56	76		0	13	29737	98.4	-----		22115	22351	98.9	23867	24455	97.6
		1980-81	31041	69	76		0	13	32309	96.1	31649		24060	24785	97.1	26000	27178	95.7
		1981-82	33670	73	76		0	13	36056	93.4	34330		26747	28167	95.0	28968	30843	93.9
		1982-83	37420	74	76		0	13	39964	93.6	-----		29632	31763	93.3	32147	34617	92.9
		1983-84	39291	74	76	UNAV		13	42060	93.4	-----		31544	33794	93.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		179.5							187.6			213.4	231.6				
	NIAGARA SO.E																	
		1975-76	22050	51	74		0	13	22416	98.4	-----		14502	14589	99.4	15023	15569	96.5
		1976-77	23725	66	76		0	13	24501	96.8	-----		16384	16674	98.3	17809	18415	96.7
		1977-78	25149	68	76		0	13	26141	96.2	-----		17738	18467	96.1	19342	20294	95.3

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			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY		AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	NIAGARA SO.E	1978-79	27300	54	76	0	12	27679	98.6	-----	19916	20030	99.4	21636	22107	97.9
		1979-80	29850	34	76	0	12	29737	100.4	30300	22296	22351	99.8	24186	24455	98.9
		1980-81	33100	9	76	0	12	32309	102.4	-----	25534	24785	103.0	27667	27178	101.8
		1981-82	36975	10	76	0	12	36056	102.5	-----	29313	28167	104.1	31681	30843	102.7
		1982-83	40610	17	76	0	12	39964	101.6	-----	32997	31763	103.9	35838	34617	103.5
		1983-84	42641	19	76	UNAV	12	42060	101.4	-----	35275	33794	104.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		193.4					187.6			243.2	231.6				
	NIP-RED ROCK E															
		1975-76	23200	8	74	500	12	22416	103.5	-----	14289	14589	97.9	15100	15569	97.0
		1976-77	25038	16	76	500	12	24501	102.2	-----	16137	16674	96.8	17676	18415	96.0
		1977-78	26435	28	76	0	12	26141	101.1	-----	17309	18467	93.7	18788	20294	92.6
		1978-79	27866	27	76	500	12	27679	100.7	-----	18441	20030	92.1	20317	22107	91.9
		1979-80	29598	47	76	500	12	29737	99.5	29830	20633	22351	92.3	22776	24455	93.1
		1980-81	32234	44	76	0	12	32309	99.8	32490	22446	24785	90.6	24260	27178	89.3
		1981-82	36410	28	76	300	12	36056	101.0	-----	26875	28167	95.4	29399	30843	95.3
		1982-83	41210	5	76	0	12	39964	103.1	-----	30744	31763	96.8	33467	34617	96.7
		1983-84	43270	8	76	UNAV	12	42060	102.9	-----	33009	33794	97.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		186.5					187.6			231.0	231.6				
	NIPISSING E															
		1975-76	24010	0	74	0	11	22416	107.1	-----	15307	14589	104.9	15866	15569	102.0
		1976-77	25700	2	76	0	11	24501	104.9	-----	17060	16674	102.3	18597	18415	101.0
		1977-78	27125	6	76	0	11	26141	103.8	-----	19088	18467	103.4	20922	20294	103.1
		1978-79	28150	18	76	0	11	27679	101.7	-----	20797	20030	103.8	22830	22107	103.3
		1979-80	29175	61	76	40	11	29737	98.1	-----	22273	22351	99.7	24409	24455	99.8
		1980-81	32150	50	76	0	11	32309	99.5	-----	24999	24785	100.9	27230	27178	100.2
		1981-82	35050	59	76	0	11	36056	97.2	35869	27577	28167	97.9	30066	30843	97.5
		1982-83	39865	50	76	0	11	39964	99.8	40359	32574	31763	102.6	35338	34617	102.1
		1983-84	42376	25	76	UNAV	11	42060	100.8	-----	35103	33794	103.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		176.5					187.6			229.3	231.6				
	NORFOLK CTY E															
		1975-76	22200	47	74	550	10	22416	99.0	-----	14013	14589	96.0	15456	15569	99.3
		1976-77	24180	51	76	0	10	24501	98.7	-----	15767	16674	94.6	17626	18415	95.7
		1977-78	25700	53	76	0	10	26141	98.3	-----	17122	18467	92.7	19207	20294	94.6
		1978-79	27400	48	76	0	10	27679	99.0	-----	18576	20030	92.7	20708	22107	93.7
		1979-80	29600	46	76	0	10	29737	99.5	-----	20427	22351	91.4	22660	24455	92.7
		1980-81	31700	63	76	0	10	32309	98.1	-----	22938	24785	92.5	25335	27178	93.2
		1981-82	36000	45	76	0	10	36056	99.8	-----	26248	28167	93.2	29268	30843	94.9
		1982-83	39172	59	76	0	10	39964	98.0	-----	29302	31763	92.3	32478	34617	93.8
		1983-84	41131	64	76	UNAV	10	42060	97.8	-----	31533	33794	93.3	UNAVAIL	UNAVAIL	UNAVAIL

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS MAX	TOTAL PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	NORFOLK CTY E															
	% <1ST YR=100>		185.3					187.6			225.0	231.6				
	NORTH SHORE E															
		1975-76	23286	5	74	386	12	22416	103.9	23876	14967	14589	102.6	15535	15569	99.8
		1976-77	24507	38	76	766	11	24501	100.0	-----	16926	16674	101.5	19023	18415	103.3
		1977-78	26250	34	76	698	11	26141	100.4	-----	18057	18467	97.8	20266	20294	99.9
		1978-79	27280	56	76	893	10	27679	98.6	-----	19070	20030	95.2	21348	22107	96.6
		1979-80	30000	28	76	1121	11	29737	100.9	-----	20585	22351	92.1	23225	24455	95.0
		1980-81	31800	61	76	1365	11	32309	98.4	-----	22499	24785	90.8	25666	27178	94.4
		1981-82	37500	5	76	0	11	36056	104.0	-----	27007	28167	95.9	29132	30843	94.5
		1982-83	41375	4	76	655	11	39964	103.5	-----	30307	31763	95.4	33184	34617	95.9
		1983-84	43444	5	76	UNAV	11	42060	103.3	-----	32481	33794	96.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		186.6					187.6			217.0	231.6				
	NORTHUMBERLAND															
		1975-76	23100	16	74	81	12	22416	103.1	23500	14465	14589	99.2	14931	15569	95.9
		1976-77	25000	17	76	0	12	24501	102.0	-----	16232	16674	97.3	17410	18415	94.5
		1977-78	26450	27	76	0	12	26141	101.2	-----	17700	18467	95.8	18801	20294	92.6
		1978-79	27440	46	76	0	12	27679	99.1	-----	19220	20030	96.0	20557	22107	93.0
		1979-80	29250	58	76	0	12	29737	98.4	29790	20589	22351	92.1	22399	24455	91.6
		1980-81	31775	62	76	0	12	32309	98.3	32432	22911	24785	92.4	24843	27178	91.4
		1981-82	36324	34	76	0	12	36056	100.7	-----	26534	28167	94.2	28948	30843	93.9
		1982-83	40320	25	76	0	12	39964	100.9	-----	30442	31763	95.8	33229	34617	96.0
		1983-84	42336	26	76	UNAV	12	42060	100.7	-----	32361	33794	95.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		183.3					187.6			223.7	231.6				
	NORTH YORK E															
		1975-76	22969	13	74	0	12	22416	102.5	23415	15245	14589	104.5	16390	15569	105.3
		1976-77	24820	23	76	339	11	24501	101.3	-----	17282	16674	103.6	19440	18415	105.6
		1977-78	26997	7	76	0	10	26141	103.3	-----	20037	18467	108.5	22130	20294	109.0
		1978-79	27267	57	76	800	10	27679	98.5	-----	20823	20030	104.0	23998	22107	108.6
		1979-80	30405	14	76	680	10	29737	102.2	-----	23899	22351	106.9	27027	24455	110.5
		1980-81	32533	23	76	210	10	32309	100.7	-----	26209	24785	105.7	28990	27178	106.7
		1981-82	36720	16	76	150	10	36056	101.8	-----	30089	28167	106.8	33007	30843	107.0
		1982-83	40025	36	76	0	10	39964	100.2	-----	33499	31763	105.5	36576	34617	105.7
		1983-84	42026	39	76	UNAV	10	42060	99.9	-----	35710	33794	105.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		183.0					187.6			234.2	231.6				
	OTTAWA E															
		1975-76	23500	32	74	0	12	22416	104.8	23700	14531	14589	99.6	15572	15569	99.8

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			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY		AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	OTTAWA E	1976-77	25757	1	76	0	10	24501	105.1	-----	18069	16674	108.4	19611	18415	106.5
		1977-78	27508	0	76	0	10	26141	105.2	-----	19990	18467	108.2	21675	20294	106.8
		1978-79	29021	3	76	0	10	27679	104.9	-----	21831	20030	109.0	22839	22107	103.3
		1979-80	30878	5	76	0	10	29737	103.8	-----	23856	22351	106.7	25846	24455	105.7
		1980-81	33194	7	76	0	10	32309	102.7	-----	26056	24785	105.1	28106	27178	103.4
		1981-82	36346	33	76	0	10	36056	100.8	-----	28850	28167	102.4	31264	30843	101.4
		1982-83	39072	63	76	0	10	39964	97.8	-----	31196	31763	98.2	33685	34617	97.3
		1983-84	41026	65	76	UNAV	10	42060	97.5	-----	32835	33794	97.2	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		182.3					187.6			225.3	231.6				
	OXFORD CTY E															
		1975-76	22337	39	74	0	12	22416	99.6	-----	13690	14589	93.8	14551	15569	93.5
		1976-77	24235	48	76	0	12	24501	98.9	-----	15369	16674	92.2	17074	18415	92.7
		1977-78	25640	57	76	0	11	26141	98.1	-----	16919	18467	91.6	18719	20294	92.2
		1978-79	27000	65	76	0	11	27679	97.5	-----	18397	20030	91.8	20253	22107	91.6
		1979-80	29470	50	76	0	11	29737	99.1	-----	20540	22351	91.9	22617	24455	92.5
		1980-81	32178	48	76	0	11	32309	99.6	-----	23072	24785	93.1	25216	27178	92.8
		1981-82	35171	58	76	105	11	36056	97.5	-----	25801	28167	91.6	28323	30843	91.8
		1982-83	39102	60	76	0	11	39964	97.8	39972	29139	31763	91.7	31820	34617	91.9
		1983-84	41971	49	76	UNAV	11	42060	99.8	-----	31380	33794	92.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		187.9					187.6			229.2	231.6				
	PEEL E															
		1975-76	21840	59	74	0	12	22416	97.4	22200	14594	14589	100.0	15570	15569	100.0
		1976-77	23955	61	76	0	10	24501	97.8	-----	17161	16674	102.9	18806	18415	102.1
		1977-78	25350	66	76	0	10	26141	97.0	-----	18535	18467	100.4	20506	20294	101.0
		1978-79	27928	24	76	0	11	27679	100.9	-----	20142	20030	100.6	21418	22107	96.9
		1979-80	30073	26	76	0	11	29737	101.1	30200	22441	22351	100.4	24974	24455	102.1
		1980-81	32918	14	76	0	11	32309	101.9	-----	25170	24785	101.6	28073	27178	103.3
		1981-82	36079	43	76	0	11	36056	100.1	36650	27972	28167	99.3	30870	30843	100.1
		1982-83	41171	6	76	0	11	39964	103.0	41458	32449	31763	102.2	35713	34617	103.2
		1983-84	43531	3	76	UNAV	11	42060	103.5	-----	34723	33794	102.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		199.3					187.6			237.9	231.6				
	PERTH CTY E															
		1975-76	21920	55	74	52	12	22416	97.8	22200	13575	14589	93.0	14426	15569	92.7
		1976-77	24190	50	76	0	12	24501	98.7	-----	15653	16674	93.9	16911	18415	91.8
		1977-78	25835	50	76	0	12	26141	98.8	-----	16755	18467	90.7	18367	20294	90.5
		1978-79	27255	63	76	0	12	27679	98.5	-----	18222	20030	91.0	19944	22107	90.2
		1979-80	29248	59	76	0	12	29737	98.4	29495	20035	22351	89.6	21961	24455	89.8
		1980-81	32076	52	76	0	12	32309	99.3	32518	22577	24785	91.1	24493	27178	90.1
		1981-82	34955	61	76	433	12	36056	96.9	-----	25295	28167	89.8	28166	30843	91.3

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM									AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	PERTH CTY E	1982-83	39088	62	76	0	12	39964	97.8	39814	28634	31763	90.1	31425	34617	90.8
		1983-84	41805	54	76	UNAV	12	42060	99.4	-----	31061	33794	91.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		190.7					187.6			228.8	231.6				
	PETERBOROUGH E															
		1975-76	22300	42	74	214	12	22416	99.5	-----	14390	14589	98.6	14945	15569	96.0
		1976-77	24700	30	76	0	12	24501	100.8	-----	16443	16674	98.6	17654	18415	95.9
		1977-78	25900	47	76	0	12	26141	99.1	-----	17929	18467	97.1	19290	20294	95.1
		1978-79	27400	48	76	0	12	27679	99.0	-----	19357	20030	96.6	20841	22107	94.3
		1979-80	29766	37	76	0	12	29737	100.1	30000	21747	22351	97.3	23334	24455	95.4
		1980-81	32748	17	76	0	12	32309	101.4	-----	24161	24785	97.5	26063	27178	95.9
		1981-82	36530	26	76	0	12	36056	101.3	36650	27513	28167	97.7	29544	30843	95.8
		1982-83	40682	15	76	0	12	39964	101.8	-----	30972	31763	97.5	33286	34617	96.2
		1983-84	42716	17	76	UNAV	12	42060	101.6	-----	33010	33794	97.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		191.6					187.6			229.4	231.6				
	PRES,RUSSELL E															
		1975-76	23195	9	74	0	12	22416	103.5	23797	12690	14589	87.0	13223	15569	84.9
		1976-77	24539	36	76	0	12	24501	100.2	-----	14645	16674	87.8	16076	18415	87.3
		1977-78	26012	43	76	0	11	26141	99.5	-----	16206	18467	87.8	17756	20294	87.5
		1978-79	27573	37	76	0	11	27679	99.6	-----	18005	20030	89.9	19780	22107	89.5
		1979-80	29917	32	76	0	11	29737	100.6	-----	20002	22351	89.5	22349	24455	91.4
		1980-81	32370	38	76	0	11	32309	100.2	-----	21876	24785	88.3	23725	27178	87.3
		1981-82	36254	37	76	0	11	36056	100.5	-----	24910	28167	88.4	27978	30843	90.7
		1982-83	38973	66	76	0	11	39964	97.5	39517	28120	31763	88.5	31503	34617	91.0
		1983-84	41493	59	76	UNAV	11	42060	98.7	-----	30403	33794	90.0	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		178.9					187.6			239.6	231.6				
	PRINCE EDWARD															
		1975-76	21730	63	74	0	13	22416	96.9	-----	13077	14589	89.6	13773	15569	88.5
		1976-77	23580	70	76	0	13	24501	96.2	-----	15090	16674	90.5	16568	18415	90.0
		1977-78	25800	51	76	0	13	26141	98.7	-----	16684	18467	90.3	18260	20294	90.0
		1978-79	27219	64	76	0	13	27679	98.3	-----	18393	20030	91.8	20084	22107	90.9
		1979-80	28828	69	76	0	13	29737	96.9	29260	20250	22351	90.6	22164	24455	90.6
		1980-81	31455	65	76	0	13	32309	97.4	-----	22710	24785	91.6	24813	27178	91.3
		1981-82	34636	69	76	0	13	36056	96.1	-----	25888	28167	91.9	28233	30843	91.5
		1982-83	38446	72	76	0	13	39964	96.2	-----	28761	31763	90.6	31467	34617	90.9
		1983-84	40368	71	76	UNAV	13	42060	96.0	-----	30423	33794	90.0	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		185.8					187.6			232.7	231.6				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	RED LAKE E															
		1975-76	22234	46	74	0	13	22416	99.2	-----	12887	14589	88.3	13106	15569	84.2
		1976-77	24600	34	76	0	13	24501	100.4	-----	15107	16674	90.6	16007	18415	86.9
		1977-78	26568	25	76	0	13	26141	101.6	-----	16675	18467	90.3	17717	20294	87.3
		1978-79	27800	28	76	0	13	27679	100.4	-----	18499	20030	92.4	19503	22107	88.2
		1979-80	29900	33	76	0	13	29737	100.5	-----	20711	22351	92.7	21830	24455	89.3
		1980-81	33100	9	76	0	11	32309	102.4	-----	23408	24785	94.4	24639	27178	90.7
		1981-82	37700	1	76	0	11	36056	104.6	-----	27119	28167	96.3	28832	30843	93.5
		1982-83	40151	31	76	0	11	39964	100.5	-----	30803	31763	97.0	33056	34617	95.5
		1983-84	42159	33	76	UNAV	11	42060	100.2	-----	32424	33794	95.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		189.6					187.6			251.6	231.6				
	RENFREW C E															
		1975-76	23271	8	74	0	12	22416	103.8	23042	14760	14589	101.2	15345	15569	98.6
		1976-77	24954	18	76	0	12	24501	101.9	-----	16925	16674	101.5	18037	18415	97.9
		1977-78	26451	26	76	0	12	26141	101.2	-----	18830	18467	102.0	19993	20294	98.5
		1978-79	27985	22	76	0	12	27679	101.1	-----	20437	20030	102.0	21538	22107	97.4
		1979-80	29804	36	76	0	12	29737	100.2	-----	22482	22351	100.6	23722	24455	97.0
		1980-81	32248	43	76	0	12	32309	99.8	32486	24588	24785	99.2	25941	27178	95.4
		1981-82	36124	40	76	0	12	36056	100.2	36384	28063	28167	99.6	29631	30843	96.1
		1982-83	40204	28	76	0	12	39964	100.6	-----	31959	31763	100.6	33678	34617	97.3
		1983-84	42214	29	76	UNAV	12	42060	100.4	-----	33896	33794	100.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		181.4					187.6			229.6	231.6				
	S.S.MARIE E															
		1975-76	22110	48	74	0	12	22416	98.6	-----	14980	14589	102.7	15985	15569	102.7
		1976-77	23310	73	76	0	12	24501	95.1	-----	16543	16674	99.2	17951	18415	97.5
		1977-78	25662	55	76	0	12	26141	98.2	-----	18312	18467	99.2	19940	20294	98.3
		1978-79	27329	53	76	0	12	27679	98.7	-----	20702	20030	103.4	22473	22107	101.7
		1979-80	29125	62	76	0	12	29737	97.9	-----	22982	22351	102.8	24875	24455	101.7
		1980-81	31875	59	76	0	12	32309	98.7	32130	25572	24785	103.2	27759	27178	102.1
		1981-82	34700	68	76	725	12	36056	96.2	-----	28830	28167	102.4	32141	30843	104.2
		1982-83	38618	68	76	0	12	39964	96.6	-----	32809	31763	103.3	36020	34617	104.1
		1983-84	40549	68	76	UNAV	12	42060	96.4	-----	35034	33794	103.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		183.4					187.6			233.9	231.6				
	SCARBOROUGH E															
		1975-76	22969	13	74	0	12	22416	102.5	23415	14841	14589	101.7	16167	15569	103.8
		1976-77	24820	23	76	228	11	24501	101.3	-----	16909	16674	100.8	18976	18415	103.0
		1977-78	26997	7	76	0	10	26141	103.3	-----	19086	18467	103.4	21119	20294	104.1

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM									AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CASE	AVG. AMT. OF COLA	YEARS	TOM AX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	SCARBOROUGH E	1978-79	27267	57	76	802	10	27679	98.5	-----	20258	20030	101.1	23139	22107	104.7
		1979-80	30405	14	76	0	10	29737	102.2	-----	23152	22351	103.6	25247	24455	103.2
		1980-81	32533	23	76	204	10	32309	100.7	-----	25324	24785	102.2	27781	27178	102.2
		1981-82	36720	16	76	139	10	36056	101.8	-----	29066	28167	103.2	31787	30843	103.1
		1982-83	40025	36	76	0	10	39964	100.2	-----	32410	31763	102.0	35753	34617	103.3
		1983-84	42026	39	76	UNAV	10	42060	99.9	-----	34459	33794	102.0	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		183.0					187.6			232.2	231.6				
	SIMCOE CTY E															
		1975-76	23660	1	74	0	11	22416	105.5	24000	14629	14589	100.3	15588	15569	100.1
		1976-77	25340	7	76	0	11	24501	103.4	-----	16481	16674	98.8	18264	18415	99.2
		1977-78	26800	19	76	0	11	26141	102.5	-----	18008	18467	97.5	19828	20294	97.7
		1978-79	28438	10	76	0	11	27679	102.7	-----	19740	20030	98.6	21628	22107	97.8
		1979-80	30707	9	76	0	11	29737	103.3	-----	22065	22351	98.7	23916	24455	97.8
		1980-81	34226	2	76	0	11	32309	105.9	-----	25390	24785	102.4	27612	27178	101.6
		1981-82	37135	7	76	4065	11	36056	103.0	37728	28138	28167	99.9	30437	30843	98.7
		1982-83	41037	8	76	0	11	39964	102.7	-----	31235	31763	98.3	33903	34617	97.9
		1983-84	43089	9	76	UNAV	11	42060	102.4	-----	32935	33794	97.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		182.1					187.6			225.1	231.6				
	S.D.GLENGARRY															
		1975-76	21406	70	74	0	12	22416	95.5	22210	13038	14589	89.4	13458	15569	86.4
		1976-77	24440	40	76	0	11	24501	99.8	-----	15822	16674	94.9	16842	18415	91.5
		1977-78	26395	29	76	0	11	26141	101.0	-----	17788	18467	96.3	19006	20294	93.7
		1978-79	27979	23	76	0	11	27679	101.1	-----	19341	20030	96.6	20625	22107	93.3
		1979-80	29670	41	76	0	11	29737	99.8	-----	21245	22351	95.1	22661	24455	92.7
		1980-81	32400	35	76	0	11	32309	100.3	-----	23721	24785	95.7	25449	27178	93.6
		1981-82	35965	50	76	0	11	36056	99.7	-----	26770	28167	95.0	28947	30843	93.9
		1982-83	40460	20	76	0	11	39964	101.2	-----	30606	31763	96.4	33095	34617	95.6
		1983-84	42485	22	76	UNAV	11	42060	101.0	-----	32636	33794	96.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		198.5					187.6			250.3	231.6				
	SUDBURY E															
		1975-76	22490	35	74	0	12	22416	100.3	-----	14849	14589	101.8	15925	15569	102.3
		1976-77	24890	21	76	0	12	24501	101.6	-----	16926	16674	101.5	18795	18415	102.1
		1977-78	26690	21	76	0	12	26141	102.1	-----	19012	18467	103.0	20958	20294	103.3
		1978-79	27586	36	76	0	12	27679	99.7	-----	20301	20030	101.4	22189	22107	100.4
		1979-80	30063	27	76	100	12	29737	101.1	-----	22245	22351	99.5	24611	24455	100.6
		1980-81	32090	51	76	0	12	32309	99.3	-----	24235	24785	97.8	26513	27178	97.6
		1981-82	36708	14	76	0	12	36056	102.0	-----	28644	28167	101.7	31431	30843	101.9
		1982-83	39418	57	76	0	12	39964	98.6	-----	30775	31763	96.9	33997	34617	98.2
		1983-84	41392	62	76	UNAV	12	42060	98.4	-----	33563	33794	99.3	UNAVAIL	UNAVAIL	UNAVAIL

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	SUDBURY E															
	% <1ST YR=100>		184.0					187.6			226.0	231.6				
	TIMISKAMING E															
		1975-76	22520	30	74	0	13	22416	100.5	23200	13666	14589	93.7	13998	15569	89.9
		1976-77	25500	4	76	0	12	24501	104.1	-----	15854	16674	95.1	17123	18415	93.0
		1977-78	26100	39	76	0	12	26141	99.8	-----	17593	18467	95.3	19079	20294	94.0
		1978-79	27500	40	76	0	12	27679	99.4	-----	19180	20030	95.8	20841	22107	94.3
		1979-80	27500	74	76	200	12	29737	92.5	-----	19701	22351	88.1	21511	24455	88.0
		1980-81	32390	36	76	299	12	32309	100.3	32750	23572	24785	95.1	25793	27178	94.9
		1981-82	36355	32	76	183	11	36056	100.8	37010	27098	28167	96.2	29685	30843	96.2
		1982-83	40600	18	76	0	11	39964	101.6	41000	30621	31763	96.4	33570	34617	97.0
		1983-84	43050	11	76	UNAV	11	42060	102.4	-----	32835	33794	97.2	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		191.2					187.6			240.3	231.6				
	TIMMINS E															
		1975-76	22804	20	74	0	13	22416	101.7	22627	13086	14589	89.7	13990	15569	89.9
		1976-77	24915	19	76	0	12	24501	101.7	-----	15748	16674	94.4	17385	18415	94.4
		1977-78	26890	16	76	0	12	26141	102.9	-----	17955	18467	97.2	19803	20294	97.6
		1978-79	28100	19	76	0	12	27679	101.5	-----	19676	20030	98.2	21540	22107	97.4
		1979-80	30495	12	76	0	12	29737	102.5	-----	21688	22351	97.0	23415	24455	95.7
		1980-81	32625	19	76	0	12	32309	101.0	-----	24278	24785	98.0	26473	27178	97.4
		1981-82	36717	22	76	0	12	36056	101.8	-----	27794	28167	98.7	30179	30843	97.8
		1982-83	40016	42	76	0	12	39964	100.1	-----	30330	31763	95.5	33640	34617	97.2
		1983-84	42017	45	76	UNAV	12	42060	99.9	-----	32426	33794	95.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		184.3					187.6			247.8	231.6				
	TORONTO E															
		1975-76	22969	13	74	0	12	22416	102.5	23415	15881	14589	108.9	16974	15569	109.0
		1976-77	24820	23	76	212	11	24501	101.3	-----	17524	16674	105.1	19408	18415	105.4
		1977-78	26997	7	76	0	10	26141	103.3	-----	20019	18467	108.4	21738	20294	107.1
		1978-79	27267	57	76	810	10	27679	98.5	-----	20889	20030	104.3	23659	22107	107.0
		1979-80	30264	21	76	0	10	29737	101.8	-----	24026	22351	107.5	26077	24455	106.6
		1980-81	32231	45	76	206	10	32309	99.8	-----	25903	24785	104.5	28385	27178	104.4
		1981-82	36720	16	76	150	10	36056	101.8	-----	30365	28167	107.8	33027	30843	107.1
		1982-83	40025	36	76	0	10	39964	100.2	-----	33755	31763	106.3	36719	34617	106.1
		1983-84	42026	39	76	UNAV	10	42060	99.9	-----	35669	33794	105.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		183.0					187.6			224.6	231.6				
	VICTORIA C E															
		1975-76	22350	38	74	0	12	22416	99.7	-----	12938	14589	88.7	13777	15569	88.5

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	BASE OF	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END PATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	VICTORIA C E	1976-77	24700	30	76	0	12	24501	100.8	-----	14721	16674	88.3	16221	18415	88.1
		1977-78	26180	37	76	0	12	26141	100.2	-----	15958	18467	86.4	17575	20294	86.6
		1978-79	27330	52	76	0	12	27679	98.7	-----	17391	20030	86.8	19151	22107	86.6
		1979-80	29639	42	76	0	12	29737	99.7	29916	19341	22351	86.5	21141	24455	86.4
		1980-81	32010	54	76	0	12	32309	99.1	32309	21624	24785	87.2	23459	27178	86.3
		1981-82	36850	13	76	0	12	36056	102.2	-----	25275	28167	89.7	27812	30843	90.2
		1982-83	40170	30	76	0	12	39964	100.5	-----	28009	31763	88.2	30519	34617	88.2
		1983-84	42179	32	76	UNAV	12	42060	100.3	-----	29876	33794	88.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		188.7					187.6			230.9	231.6				
	WATERLOO CTY E															
		1975-76	23002	11	74	867	12	22416	102.6	23400	14322	14589	98.2	16240	15569	104.3
		1976-77	24851	22	76	471	10	24501	101.4	-----	16257	16674	97.5	18404	18415	99.9
		1977-78	26914	14	76	679	10	26141	103.0	-----	18376	18467	99.5	21110	20294	104.0
		1978-79	28448	9	76	924	10	27679	102.8	-----	20303	20030	101.4	23261	22107	105.2
		1979-80	30838	7	76	C	10	29737	103.7	-----	22850	22351	102.2	24995	24455	102.2
		1980-81	32380	37	76	480	10	32309	100.2	-----	24781	24785	100.0	27469	27178	101.1
		1981-82	36639	25	76	730	10	36056	101.6	-----	28753	28167	102.1	31972	30843	103.7
		1982-83	41008	9	76	0	10	39964	102.6	-----	32811	31763	103.3	35722	34617	103.2
		1983-84	43058	10	76	UNAV	10	42060	102.4	-----	34986	33794	103.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		187.2					187.6			244.3	231.6				
	WELLINGTON CTY															
		1975-76	21891	58	74	0	13	22416	97.7	22535	14060	14589	96.4	14494	15569	93.1
		1976-77	24400	41	76	0	11	24501	99.6	-----	16210	16674	97.2	17534	18415	95.2
		1977-78	26300	33	76	0	11	26141	100.6	-----	17866	18467	96.7	19304	20294	95.1
		1978-79	27600	35	76	0	11	27679	99.7	-----	19285	20030	96.3	20865	22107	94.4
		1979-80	29750	38	76	0	11	29737	100.0	30200	21315	22351	95.4	23094	24455	94.4
		1980-81	32600	21	76	0	11	32309	100.9	-----	23894	24785	96.4	27985	27178	103.0
		1981-82	36300	35	76	0	11	36056	100.7	-----	27193	28167	96.5	29405	30843	95.3
		1982-83	39994	43	76	0	11	39964	100.1	-----	30875	31763	97.2	33362	34617	96.4
		1983-84	41994	46	76	UNAV	11	42060	99.8	-----	33052	33794	97.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		191.8					187.6			235.1	231.6				
	WENTWORTH CTY															
		1975-76	21626	66	74	0	14	22416	96.5	22816	12755	14589	87.4	13569	15569	87.2
		1976-77	25216	10	76	0	14	24501	102.9	-----	15781	16674	94.6	17652	18415	95.9
		1977-78	27350	3	76	0	14	26141	104.6	-----	17571	18467	95.1	19621	20294	96.7
		1978-79	29200	2	76	0	13	27679	105.5	-----	19485	20030	97.3	21656	22107	98.0
		1979-80	31138	2	76	0	13	29737	104.7	31505	21513	22351	96.3	23954	24455	97.5
		1980-81	34262	1	76	0	13	32309	106.0	-----	24235	24785	97.8	26719	27178	98.3
		1981-82	38373	0	76	0	13	36056	106.4	-----	27993	28167	99.4	30303	30843	98.2

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY		AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	WENTWORTH CTY	1982-83	41827	0	76	0	13	39964	104.7	-----	31329	31763	98.6	34098	34617	98.5
		1983-84	43918	1	76	UNAV	13	42060	104.4	-----	33632	33794	99.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		203.1					187.6			263.7	231.6				
	W.PARRY SOUND															
		1975-76	23000	12	74	0	11	22416	102.6	-----	14359	14589	98.4	15371	15569	98.7
		1976-77	25100	15	76	0	11	24501	102.4	-----	16115	16674	96.6	17576	18415	95.4
		1977-78	26606	24	76	0	11	26141	101.8	-----	17643	18467	95.5	19296	20294	95.1
		1978-79	28165	17	76	0	11	27679	101.8	-----	19205	20030	95.9	21204	22107	95.9
		1979-80	30140	23	76	0	11	29737	101.4	-----	21348	22351	95.5	23485	24455	96.0
		1980-81	32488	32	76	0	11	32309	100.6	-----	23304	24785	94.0	25852	27178	95.1
		1981-82	36387	29	76	0	11	36056	100.9	-----	26538	28167	94.2	29187	30843	94.6
		1982-83	40390	24	76	0	11	39964	101.1	-----	30801	31763	97.0	33672	34617	97.3
		1983-84	42410	24	76	UNAV	11	42060	100.8	-----	32701	33794	96.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		184.4					187.6			227.7	231.6				
	WINDSOR E															
		1975-76	22543	28	74	0	10	22416	100.6	23871	15790	14589	108.2	17181	15569	110.4
		1976-77	24688	32	76	0	9	24501	100.8	25232	18110	16674	108.6	20342	18415	110.5
		1977-78	25457	64	76	0	9	26141	97.4	-----	19268	18467	104.3	21639	20294	106.6
		1978-79	27525	39	76	0	9	27679	99.4	-----	21992	20030	109.8	24435	22107	110.5
		1979-80	30539	10	76	426	9	29737	102.7	-----	25063	22351	112.1	27845	24455	113.9
		1980-81	31455	65	76	1951	9	32309	97.4	-----	26671	24785	107.6	31235	27178	114.9
		1981-82	32399	75	76	3809	9	36056	89.9	-----	28109	28167	99.8	35162	30843	114.0
		1982-83	39821	51	76	0	9	39964	99.6	-----	35302	31763	111.1	38528	34617	111.3
		1983-84	41812	53	76	UNAV	9	42060	99.4	-----	37181	33794	110.0	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		185.5					187.6			235.5	231.6				
	YORK BOROUGH E															
		1975-76	22969	13	74	0	12	22416	102.5	23415	15058	14589	103.2	16309	15569	104.7
		1976-77	24820	23	76	330	11	24501	101.3	-----	16838	16674	101.0	18983	18415	103.1
		1977-78	26997	7	76	0	10	26141	103.3	-----	19088	18467	103.4	21006	20294	103.5
		1978-79	27267	57	76	800	10	27679	98.5	-----	20595	20030	102.8	23278	22107	105.3
		1979-80	30405	14	76	0	10	29737	102.2	-----	23829	22351	106.6	25956	24455	106.1
		1980-81	32533	23	76	213	10	32309	100.7	-----	26389	24785	106.5	29177	27178	107.4
		1981-82	36720	16	76	140	10	36056	101.8	-----	30394	28167	107.9	33384	30843	108.2
		1982-83	40025	36	76	0	10	39964	100.2	-----	33913	31763	106.8	37098	34617	107.2
		1983-84	42026	39	76	UNAV	10	42060	99.9	-----	35824	33794	106.0	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		183.0					187.6			237.9	231.6				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
ELEMENTARY	YORK REG E																
		1975-76	22764	22	74	0	12	22416	101.6	-----		14322	14589	98.2	15378	15569	98.8
		1976-77	25164	13	76	0	12	24501	102.7	-----		16330	16674	97.9	18046	18415	98.0
		1977-78	26800	19	76	0	12	26141	102.5	-----		17969	18467	97.3	19671	20294	96.9
		1978-79	28408	12	76	0	12	27679	102.6	-----		19634	20030	98.0	21501	22107	97.3
		1979-80	30326	20	76	0	12	29737	102.0	-----		21478	22351	96.1	23287	24455	95.2
		1980-81	32904	15	76	0	12	32309	101.8	-----		23656	24785	95.4	25960	27178	95.5
		1981-82	37017	9	76	0	12	36056	102.7	37346		27022	28167	95.9	29659	30843	96.2
		1982-83	41081	7	76	0	12	39964	102.8	41267		30609	31763	96.4	33584	34617	97.0
		1983-84	43330	6	76	UNAV	12	42060	103.0	-----		32406	33794	95.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		190.3					187.6				226.3	231.6				
			******														

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	ATIKOKAN S															
		1975-76	23460	6	76	0	14	22564	104.0	23720	19693	18391	107.1	21155	19689	107.4
		1976-77	25620	3	76	0	12	24716	103.7	-----	22036	20629	106.8	24363	22783	106.9
		1977-78	27160	4	76	0	12	26419	102.8	-----	23934	22487	106.4	26575	24776	107.3
		1978-79	28660	9	76	0	12	28152	101.8	-----	25663	24357	105.4	28145	26675	105.5
		1979-80	30210	32	76	500	12	30118	100.3	-----	28155	26394	106.7	31296	28906	108.3
		1980-81	33100	21	76	0	12	32793	100.9	-----	30762	29169	105.5	34230	31884	107.4
		1981-82	35500	70	76	500	12	36552	97.1	-----	32761	32677	100.3	36655	35689	102.7
		1982-83	40968	17	76	0	12	40383	101.4	-----	38417	36233	106.0	42554	39618	107.4
		1983-84	43016	17	76	UNAV	12	42447	101.3	-----	40529	38227	106.0	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		183.4					188.1			205.8	207.9				
	BRANT CTY S															
		1975-76	22050	61	76	0	11	22564	97.7	-----	18110	18391	98.5	19322	19689	98.1
		1976-77	24400	51	76	0	11	24716	98.7	-----	20271	20629	98.3	22208	22783	97.5
		1977-78	25950	59	76	0	11	26419	98.2	-----	22054	22487	98.1	24155	24776	97.5
		1978-79	27637	57	76	0	11	28152	98.2	-----	23529	24357	96.6	25561	26675	95.8
		1979-80	29630	59	76	0	11	30118	98.4	-----	25256	26394	95.7	27519	28906	95.2
		1980-81	32500	51	76	0	11	32793	99.1	-----	28318	29169	97.1	30914	31884	97.0
		1981-82	35550	69	76	0	11	36552	97.3	-----	31386	32677	96.1	34410	35689	96.4
		1982-83	38750	73	76	0	11	40383	96.0	-----	34404	36233	95.0	37626	39618	95.0
		1983-84	40688	73	76	UNAV	11	42447	95.9	-----	36269	38227	94.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		184.5					188.1			200.3	207.9				
	BRUCE CTY S															
		1975-76	22600	35	76	0	11	22564	100.2	-----	18179	18391	98.8	19371	19689	98.4
		1976-77	24500	47	76	0	11	24716	99.1	-----	20075	20629	97.3	22129	22783	97.1
		1977-78	25970	57	76	0	11	26419	98.3	-----	21709	22487	96.5	23892	24776	96.4
		1978-79	27600	60	76	0	11	28152	98.0	-----	23194	24357	95.2	25447	26675	95.4
		1979-80	29919	46	76	0	11	30118	99.3	-----	25488	26394	96.6	27866	28906	96.4
		1980-81	32672	45	76	0	11	32793	99.6	-----	27948	29169	95.8	30439	31884	95.5
		1981-82	35858	66	76	35	11	36552	98.1	-----	31434	32677	96.2	34397	35689	96.4
		1982-83	39085	72	76	0	11	40383	96.8	-----	34592	36233	95.5	37971	39618	95.8
		1983-84	41039	72	76	UNAV	11	42447	96.7	-----	36193	38227	94.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		181.6					188.1			199.1	207.9				
	CARLETON S															
		1975-76	23015	18	76	138	11	22564	102.0	23495	18539	18391	100.8	19800	19689	100.6
		1976-77	25911	0	76	744	10	24716	104.8	26655	22274	20629	108.0	25041	22783	109.9
		1977-78	26655	31	76	2446	10	26419	100.9	-----	22982	22487	102.2	27416	24776	110.7
		1978-79	31156	0	76	0	10	28152	110.7	31760	27139	24357	111.4	29340	26675	110.0
		1979-80	33015	0	76	0	10	30118	[illegible]		[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CASE	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	CARLETON S	1980-81	34687	0	76	0	0	10	32793	105.8	-----	31209	29169	107.0	33577	31884	105.3
		1981-82	37115	10	76	0	0	10	36552	101.5	-----	33572	32677	102.7	36341	35689	101.8
		1982-83	40520	29	76	0	0	10	40383	100.3	-----	36595	36233	101.0	39863	39618	100.6
		1983-84	42546	29	76	UNAV	0	10	42447	100.2	-----	38650	38227	101.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		184.9							188.1			208.5	207.9			
	CENTRAL ALGOMA																
		1975-76	21948	65	76	0	0	13	22564	97.3	22491	16798	18391	91.3	18087	19689	91.9
		1976-77	24891	27	76	0	0	12	24716	100.7	-----	19363	20629	93.9	21981	22783	96.5
		1977-78	27086	8	76	0	0	12	26419	102.5	-----	21371	22487	95.0	24183	24776	97.6
		1978-79	28560	20	76	0	0	12	28152	101.4	-----	22354	24357	91.8	25187	26675	94.4
		1979-80	30548	14	76	0	0	12	30118	101.4	30616	24121	26394	91.4	27914	28906	96.6
		1980-81	33047	27	76	0	0	12	32793	100.8	33157	26973	29169	92.5	30517	31884	95.7
		1981-82	37005	16	76	0	0	12	36552	101.2	-----	31100	32677	95.2	34650	35689	97.1
		1982-83	40335	39	76	0	0	12	40383	99.9	-----	34041	36233	93.9	38222	39618	96.5
		1983-84	42352	40	76	UNAV	0	12	42447	99.8	-----	35327	38227	92.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		193.0							188.1			210.3	207.9			
	CHAPLEAU S																
		1975-76	23040	16	76	0	0	11	22564	102.1	-----	17902	18391	97.3	19233	19689	97.7
		1976-77	24838	31	76	0	0	11	24716	100.5	-----	19051	20629	92.3	21289	22783	93.4
		1977-78	26147	50	76	0	0	11	26419	99.0	-----	19623	22487	87.3	22067	24776	89.1
		1978-79	27337	66	76	0	0	11	28152	97.1	-----	21498	24357	88.3	24493	26675	91.8
		1979-80	29735	55	76	0	0	11	30118	98.7	-----	23555	26394	89.2	26804	28906	92.7
		1980-81	33010	29	76	0	0	11	32793	100.7	-----	26123	29169	89.6	29425	31884	92.3
		1981-82	37015	15	76	0	0	11	36552	101.3	-----	27923	32677	85.5	31699	35689	88.8
		1982-83	41446	8	76	0	0	11	40383	102.6	-----	32251	36233	89.0	36713	39618	92.7
		1983-84	43519	9	76	UNAV	0	11	42447	102.5	-----	33704	38227	88.2	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		188.9							188.1			188.3	207.9			
	IROQ.FALLS S																
		1975-76	21895	67	76	0	0	11	22564	97.0	-----	16465	18391	89.5	17568	19689	89.2
		1976-77	24230	61	76	0	0	11	24716	98.0	-----	18868	20629	91.5	20609	22783	90.5
		1977-78	26469	37	76	0	0	11	26419	100.2	-----	21029	22487	93.5	23160	24776	93.5
		1978-79	27869	50	76	0	0	11	28152	99.0	-----	23049	24357	94.6	25035	26675	93.9
		1979-80	29775	52	76	0	0	11	30118	98.9	-----	25019	26394	94.8	27253	28906	94.3
		1980-81	32515	50	76	0	0	11	32793	99.2	-----	27702	29169	95.0	30052	31884	94.3
		1981-82	36742	29	76	0	0	11	36552	100.5	-----	31665	32677	97.0	34483	35689	96.6
		1982-83	41151	12	76	0	0	11	40383	101.9	-----	35757	36233	98.7	39315	39618	99.2
		1983-84	43209	13	76	UNAV	0	11	42447	101.8	-----	38000	38227	99.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		197.3							188.1			230.8	207.9			

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CAS AVG. AMT. OF COLA	YEARS	TOM AX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	DRYDEN S															
		1975-76	22520	41	76	0	10	22564	99.8	-----	16788	18391	91.3	18057	19689	91.7
		1976-77	25170	17	76	0	10	24716	101.8	-----	19566	20629	94.8	21656	22783	95.1
		1977-78	27000	9	76	0	10	26419	102.2	-----	21748	22487	96.7	24055	24776	97.1
		1978-79	28620	12	76	0	10	28152	101.7	-----	23594	24357	96.9	26111	26675	97.9
		1979-80	30335	24	76	0	10	30118	100.7	-----	26023	26394	98.6	28777	28906	99.6
		1980-81	32365	59	76	600	10	32793	98.7	-----	28401	29169	97.4	31697	31884	99.4
		1981-82	37171	9	76	0	11	36552	101.7	37500	32544	32677	99.6	35969	35689	100.8
		1982-83	41563	4	76	0	11	40383	102.9	42125	36598	36233	101.0	40743	39618	102.8
		1983-84	44231	1	76	UNAV	11	42447	104.2	-----	38679	38227	101.2	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		196.4						188.1			230.4	207.9			
	DUFFERIN C S															
		1975-76	22358	49	76	0	13	22564	99.1	22791	17362	18391	94.4	18783	19689	95.4
		1976-77	24395	54	76	0	11	24716	98.7	-----	19685	20629	95.4	21640	22783	95.0
		1977-78	26614	32	76	0	11	26419	100.7	-----	21378	22487	95.1	23236	24776	93.8
		1978-79	28251	37	76	0	11	28152	100.4	-----	23109	24357	94.9	24927	26675	93.4
		1979-80	29890	47	76	0	11	30118	99.2	-----	24336	26394	92.2	26376	28906	91.2
		1980-81	32820	37	76	0	11	32793	100.1	-----	27128	29169	93.0	29292	31884	91.9
		1981-82	36200	55	76	0	11	36552	99.0	-----	30199	32677	92.4	32622	35689	91.4
		1982-83	39458	67	76	0	11	40383	97.7	-----	33718	36233	93.1	36361	39618	91.8
		1983-84	41431	67	76	UNAV	11	42447	97.6	-----	35169	38227	92.0	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		185.3						188.1			202.6	207.9			
	DURHAM S															
		1975-76	23202	11	76	119	11	22564	102.8	23770	18676	18391	101.5	19881	19689	101.0
		1976-77	25340	10	76	0	11	24716	102.5	-----	20682	20629	100.3	22637	22783	99.4
		1977-78	26830	24	76	0	11	26419	101.6	-----	22064	22487	98.1	24151	24776	97.5
		1978-79	28306	34	76	0	11	28152	100.5	-----	23512	24357	96.5	25711	26675	96.4
		1979-80	30429	20	76	0	11	30118	101.0	-----	25337	26394	96.0	27758	28906	96.0
		1980-81	33411	10	76	0	11	32793	101.9	-----	28142	29169	96.5	30754	31884	96.5
		1981-82	36994	18	76	0	11	36552	101.2	37200	31198	32677	95.5	34178	35689	95.8
		1982-83	40548	28	76	0	11	40383	100.4	-----	34745	36233	95.9	38110	39618	96.2
		1983-84	42575	28	76	UNAV	11	42447	100.3	-----	36471	38227	95.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		183.5						188.1			195.3	207.9			
	E.PARRY SOUND															
		1975-76	22400	45	76	0	13	22564	99.3	-----	16626	18391	90.4	17723	19689	90.0
		1976-77	24108	66	76	0	13	24716	97.5	-----	18383	20629	89.1	20598	22783	90.4
		1977-78	25463	72	76	0	13	26419	96.4	-----	19542	22487	86.9	22023	24776	88.9

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	E.PARRY SOUND	1978-79	27226	71	76	0	13	28152	96.7	-----		21282	24357	87.4	23673	26675	88.7
		1979-80	29202	71	76	0	13	30118	97.0	-----		23803	26394	90.2	26321	28906	91.1
		1980-81	31200	74	76	0	13	32793	95.1	-----		25582	29169	87.7	28346	31884	88.9
		1981-82	35443	71	76	0	13	36552	97.0	36192		30126	32677	92.2	33379	35689	93.5
		1982-83	40470	32	76	0	13	40383	100.2	-----		35758	36233	98.7	40131	39618	101.3
		1983-84	42494	33	76	UNAV	13	42447	100.1	-----		37056	38227	96.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		189.7					188.1				222.9	207.9				
	EAST YORK S																
		1975-76	22619	29	76	0	12	22564	100.2	-----		17824	18391	96.9	18825	19689	95.6
		1976-77	24820	39	76	347	11	24716	100.4	-----		20281	20629	98.3	23197	22783	101.8
		1977-78	26997	10	76	0	10	26419	102.2	-----		21851	22487	97.2	23751	24776	95.9
		1978-79	28617	13	75	6	10	28152	101.7	-----		23624	24357	97.0	25512	26675	95.6
		1979-80	30334	25	76	128	10	30118	100.7	-----		25506	26394	96.6	29439	28906	101.8
		1980-81	33443	6	76	0	10	32793	102.0	-----		28608	29169	98.1	31123	31884	97.6
		1981-82	36720	30	76	39	10	36552	100.5	-----		32033	32677	98.0	34912	35689	97.8
		1982-83	40025	50	76	0	10	40383	99.1	-----		35747	36233	98.7	38882	39618	98.1
		1983-84	42026	51	76	UNAV	10	42447	99.0	-----		37697	38227	98.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		185.8					188.1				211.5	207.9				
	ELGIN S																
		1975-76	22100	59	76	0	12	22564	97.9	-----		17740	18391	96.5	18935	19689	96.2
		1976-77	24000	71	76	0	12	24716	97.1	-----		19432	20629	94.2	21326	22783	93.6
		1977-78	25500	69	76	0	12	26419	96.5	-----		20969	22487	93.3	23229	24776	93.8
		1978-79	27500	62	76	0	12	28152	97.7	-----		22499	24357	92.4	24731	26675	92.7
		1979-80	29400	69	76	0	12	30118	97.6	-----		24226	26394	91.8	26747	28906	92.5
		1980-81	32500	51	76	0	12	32793	99.1	-----		27519	29169	94.3	30144	31884	94.5
		1981-82	36000	63	76	0	12	36552	98.5	-----		30578	32677	93.6	33382	35689	93.5
		1982-83	40300	42	76	0	12	40383	99.8	-----		34230	36233	94.5	37392	39618	94.4
		1983-84	42315	44	76	UNAV	12	42447	99.7	-----		36405	38227	95.2	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		191.5					188.1				205.2	207.9				
	ESPAN OLA S																
		1975-76	22761	22	76	0	12	22564	100.9	-----		19008	18391	103.4	20007	19689	101.6
		1976-77	25220	14	76	0	12	24716	102.0	-----		20680	20629	100.2	22814	22783	100.1
		1977-78	26905	20	76	0	12	26419	101.8	-----		23011	22487	102.3	25169	24776	101.6
		1978-79	28400	30	76	0	11	28152	100.9	-----		24209	24357	99.4	26376	26675	98.9
		1979-80	30602	13	76	0	11	30118	101.6	30660		26602	26394	100.8	29105	28906	101.0
		1980-81	32805	40	76	448	11	32793	100.0	-----		29268	29169	100.3	32327	31884	101.4
		1981-82	36682	39	76	0	11	36552	100.4	36720		32675	32677	100.0	35649	35689	99.9
		1982-83	40390	37	76	0	11	40383	100.0	-----		36101	36233	99.6	39124	39618	98.8
		1983-84	42410	38	76	UNAV	11	42447	99.9	-----		38753	38227	101.4	UNAVAIL	UNAVAIL	UNAVAIL

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SCALES	AVG. AMT. OF COLA	YEARS TO MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	ESPANOLA S															
	% <1ST YR=100>		186.3					188.1			203.9	207.9				
	ESSEX CTY S															
		1975-76	21756	70	76	0	12	22564	96.4	22260	17360	18391	94.4	18370	19689	93.3
		1976-77	24120	65	76	0	12	24716	97.6	25080	19837	20629	96.2	21835	22783	95.8
		1977-78	25983	56	76	0	12	26419	98.3	26585	20942	22487	93.1	23238	24776	93.8
		1978-79	27614	58	76	295	12	28152	98.1	28400	23492	24357	96.4	26102	26675	97.8
		1979-80	28900	75	76	1568	10	30118	96.0	-----	25029	26394	94.8	28950	28906	100.2
		1980-81	31900	71	76	1437	10	32793	97.3	33000	28078	29169	96.3	32095	31884	100.7
		1981-82	34750	74	76	1407	10	36552	95.1	35500	30924	32677	94.6	35255	35689	98.8
		1982-83	39978	60	76	0	10	40383	99.0	-----	36321	36233	100.2	39058	39618	98.6
		1983-84	41980	61	76	UNAV	10	42447	98.9	-----	38169	38227	99.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		193.0					188.1			219.9	207.9				
	ETOBICOKE S															
		1975-76	22619	29	76	0	12	22564	100.2	-----	18891	18391	102.7	20464	19689	103.9
		1976-77	24820	32	76	120	11	24716	100.4	-----	21002	20629	101.8	23003	22783	101.0
		1977-78	26997	10	76	0	10	26419	102.2	-----	23359	22487	103.9	25311	24776	102.2
		1978-79	28617	13	76	0	10	28152	101.7	-----	25303	24357	103.9	27517	26675	103.2
		1979-80	30334	25	76	143	10	30118	100.7	-----	27388	26394	103.8	29857	28906	103.3
		1980-81	33443	6	76	0	10	32793	102.0	-----	30700	29169	105.2	33323	31884	104.5
		1981-82	36720	30	76	39	10	36552	100.5	-----	33440	32677	102.3	36406	35689	102.0
		1982-83	40025	50	76	0	10	40383	99.1	-----	37379	36233	103.2	40619	39618	102.5
		1983-84	42026	51	76	UNAV	10	42447	99.0	-----	39553	38227	103.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		185.8					188.1			209.4	207.9				
	FT FR-RAINY S															
		1975-76	22700	27	76	0	11	22564	100.6	-----	17857	18391	97.1	18948	19689	96.2
		1976-77	24510	45	76	0	11	24716	99.2	-----	20451	20629	99.1	22121	22783	97.1
		1977-78	26720	29	76	0	11	26419	101.1	-----	22408	22487	99.6	24040	24776	97.0
		1978-79	28430	28	76	0	11	28152	101.0	-----	24450	24357	100.4	26313	26675	98.6
		1979-80	29930	44	76	0	11	30118	99.4	-----	26539	26394	100.6	28583	28906	98.9
		1980-81	32950	31	76	0	11	32793	100.5	-----	29371	29169	100.7	31656	31884	99.3
		1981-82	36180	57	76	0	11	36552	99.0	-----	32505	32677	99.5	35311	35689	98.9
		1982-83	39440	68	76	0	11	40383	97.7	-----	36139	36233	99.7	39698	39618	100.2
		1983-84	41410	68	76	UNAV	11	42447	97.6	-----	37256	38227	97.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		182.4					188.1			208.6	207.9				
	FRONTENAC CTY															
		1975-76	21101	74	76	605	14	22564	93.5	21702	16317	18391	88.7	18197	19689	92.4

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY		AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF S	CAS E	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	FRONTENAC CTY	1976-77	24102	67	76	250	12	24716	97.5	-----	19363	20629	93.9	21102	22783	92.6
		1977-78	26175	47	76	250	12	26419	99.1	-----	21131	22487	94.0	23973	24776	96.8
		1978-79	28652	11	76	0	12	28152	101.8	-----	23686	24357	97.2	25746	26675	96.5
		1979-80	30371	22	76	0	12	30118	100.8	-----	25708	26394	97.4	27705	28906	95.8
		1980-81	32900	34	76	0	12	32793	100.3	-----	28173	29169	96.6	30565	31884	95.9
		1981-82	36410	46	76	0	12	36552	99.6	36470	31904	32677	97.6	34762	35689	97.4
		1982-83	40480	31	76	0	12	40383	100.2	-----	35632	36233	98.3	38491	39618	97.2
		1983-84	42504	31	76	UNAV	12	42447	100.1	-----	37200	38227	97.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		201.4					188.1			228.0	207.9				
	GERALDTON S															
		1975-76	22704	26	76	0	13	22564	100.6	23560	17907	18391	97.4	18896	19689	96.0
		1976-77	25190	16	76	0	13	24716	101.9	-----	20427	20629	99.0	22384	22783	98.2
		1977-78	26670	30	76	0	13	26419	100.9	-----	21272	22487	94.6	23459	24776	94.7
		1978-79	28270	35	76	0	13	28152	100.4	-----	23082	24357	94.8	25442	26675	95.4
		1979-80	30530	15	76	0	13	30118	101.4	-----	25343	26394	96.0	27969	28906	96.8
		1980-81	33290	15	76	0	13	32793	101.5	-----	27357	29169	93.8	30149	31884	94.6
		1981-82	36290	52	76	0	13	36552	99.3	-----	30611	32677	93.7	34371	35689	96.3
		1982-83	41460	7	76	0	13	40383	102.7	-----	34113	36233	94.1	38624	39618	97.5
		1983-84	43530	8	76	UNAV	13	42447	102.6	-----	36601	38227	95.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		191.7					188.1			204.4	207.9				
	GREY CTY S															
		1975-76	22560	38	76	1003	12	22564	100.0	24000	18902	18391	102.8	21277	19689	108.1
		1976-77	24000	71	76	1595	12	24716	97.1	-----	20458	20629	99.2	24002	22783	105.4
		1977-78	26000	53	76	420	12	26419	98.4	-----	22605	22487	100.5	24942	24776	100.7
		1978-79	28162	40	76	0	12	28152	100.0	28261	24804	24357	101.8	26693	26675	100.1
		1979-80	30042	37	76	117	12	30118	99.7	30098	26605	26394	100.8	28650	28906	99.1
		1980-81	32055	67	76	297	12	32793	97.7	32205	28284	29169	97.0	30969	31884	97.1
		1981-82	36915	22	76	0	12	36552	101.0	37115	32571	32677	99.7	35243	35689	98.7
		1982-83	39736	62	76	0	12	40383	98.4	-----	35414	36233	97.7	38416	39618	97.0
		1983-84	41723	63	76	UNAV	12	42447	98.3	-----	37631	38227	98.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		184.9					188.1			199.1	207.9				
	HALDIMAND S															
		1975-76	21972	64	76	0	11	22564	97.4	-----	17083	18391	92.9	18412	19689	93.5
		1976-77	24372	56	76	0	12	24716	98.6	-----	19302	20629	93.6	21176	22783	92.9
		1977-78	25955	58	76	0	12	26419	98.2	-----	20901	22487	92.9	23243	24776	93.8
		1978-79	28019	43	76	0	12	28152	99.5	28158	22679	24357	93.1	24990	26675	93.7
		1979-80	29609	60	76	0	12	30118	98.3	29756	24662	26394	93.4	27114	28906	93.8
		1980-81	32806	39	76	0	11	32793	100.0	33029	28563	29169	97.9	31359	31884	98.4
		1981-82	36827	26	76	0	11	36552	100.8	-----	32366	32677	99.0	35327	35689	99.0

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	HALDIMAND S	1982-83	40141	46	76	0	11	40383	40383	99.4	-----	35482	36233	97.9	38809	39618	98.0
		1983-84	42148	47	76	UNAV	11	42447	42447	99.3	-----	37372	38227	97.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		191.8						188.1			218.8	207.9				
	HALIBURTON S																
		1975-76	21750	71	76	0	14	22564	22564	96.4	-----	16181	18391	88.0	16992	19689	86.3
		1976-77	23450	74	76	0	12	24716	24716	94.9	-----	17890	20629	86.7	19482	22783	85.5
		1977-78	24787	75	76	0	12	26419	26419	93.8	-----	19419	22487	86.4	21191	24776	85.5
		1978-79	27020	72	76	383	11	28152	28152	96.0	-----	21598	24357	88.7	23686	26675	88.8
		1979-80	29522	64	76	85	11	30118	30118	98.0	29870	24161	26394	91.5	26582	28906	92.0
		1980-81	32495	54	76	91	11	32793	32793	99.1	-----	27371	29169	93.8	29831	31884	93.6
		1981-82	36880	23	76	0	11	36552	36552	100.9	37000	31570	32677	96.6	34005	35689	95.3
		1982-83	41255	11	76	0	11	40383	40383	102.2	-----	35941	36233	99.2	38773	39618	97.9
		1983-84	43315	12	76	UNAV	11	42447	42447	102.0	-----	38809	38227	101.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		199.1						188.1			239.8	207.9				
	HALTON S																
		1975-76	23500	4	76	0	12	22564	22564	104.1	-----	18522	18391	100.7	19674	19689	99.9
		1976-77	25350	9	76	0	12	24716	24716	102.6	-----	20308	20629	98.4	22225	22783	97.5
		1977-78	26843	23	76	0	12	26419	26419	101.6	-----	21914	22487	97.5	23925	24776	96.6
		1978-79	28454	26	76	0	12	28152	28152	101.1	-----	23633	24357	97.0	25904	26675	97.1
		1979-80	30446	19	76	0	12	30118	30118	101.1	-----	25582	26394	96.9	27801	28906	96.2
		1980-81	32577	49	76	0	12	32793	32793	99.3	-----	27784	29169	95.3	30241	31884	94.8
		1981-82	37073	12	76	0	12	36552	36552	101.4	37464	31910	32677	97.7	34658	35689	97.1
		1982-83	40761	21	76	0	12	40383	40383	100.9	-----	35664	36233	98.4	39059	39618	98.6
		1983-84	42799	21	76	UNAV	12	42447	42447	100.8	-----	37701	38227	98.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		182.1						188.1			203.5	207.9				
	HAMILTON S																
		1975-76	23500	4	76	0	11	22564	22564	104.1	-----	19250	18391	104.7	20517	19689	104.2
		1976-77	25380	6	76	0	11	24716	24716	102.7	-----	21207	20629	102.8	23428	22783	102.8
		1977-78	26903	21	76	0	11	26419	26419	101.8	-----	22924	22487	101.9	25569	24776	103.2
		1978-79	28750	7	76	0	11	28152	28152	102.1	-----	24999	24357	102.6	27440	26675	102.9
		1979-80	30906	4	76	0	11	30118	30118	102.6	-----	26971	26394	102.2	29594	28906	102.4
		1980-81	33317	13	76	0	11	32793	32793	101.6	-----	30058	29169	103.0	32710	31884	102.6
		1981-82	37515	4	76	0	11	36552	36552	102.6	37648	34258	32677	104.8	37076	35689	103.9
		1982-83	40660	26	76	0	11	40383	40383	100.7	-----	37365	36233	103.1	40451	39618	102.1
		1983-84	42693	26	76	UNAV	11	42447	42447	100.6	-----	39143	38227	102.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		181.7						188.1			203.3	207.9				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM									AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	HASTINGS CTY S															
		1975-76	22400	45	76	326	13	22564	99.3	-----	17537	18391	95.4	19154	19689	97.3
		1976-77	24500	47	76	0	13	24716	99.1	24700	18850	20629	91.4	21092	22783	92.6
		1977-78	26000	53	76	0	13	26419	98.4	-----	20972	22487	93.3	23191	24776	93.6
		1978-79	27660	55	76	0	13	28152	98.3	27700	22833	24357	93.7	25144	26675	94.3
		1979-80	29780	51	76	0	13	30118	98.9	30100	25330	26394	96.0	27769	28906	96.1
		1980-81	32809	38	76	0	13	32793	100.0	-----	28261	29169	96.9	30870	31884	96.8
		1981-82	36615	42	76	0	13	36552	100.2	36746	32093	32677	98.2	35074	35689	98.3
		1982-83	40053	48	76	0	13	40383	99.2	-----	35485	36233	97.9	38646	39618	97.5
		1983-84	42056	49	76	UNAV	13	42447	99.1	-----	37526	38227	98.2	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		187.8					188.1			214.0	207.9				
	HEARST S															
		1975-76	22643	28	76	0	12	22564	100.3	-----	15378	18391	83.6	15627	19689	79.4
		1976-77	24012	70	76	0	12	24716	97.2	-----	16657	20629	80.7	18798	22783	82.5
		1977-78	25874	63	76	0	13	26419	97.9	-----	18767	22487	83.5	20685	24776	83.5
		1978-79	28202	38	76	0	12	28152	100.2	-----	21066	24357	86.5	23013	26675	86.3
		1979-80	30495	16	76	0	12	30118	101.3	-----	23112	26394	87.6	25524	28906	88.3
		1980-81	33015	28	76	0	12	32793	100.7	-----	25608	29169	87.8	28262	31884	88.6
		1981-82	35865	65	76	0	12	36552	98.1	-----	27927	32677	85.5	30817	35689	86.4
		1982-83	39093	71	76	0	12	40383	96.8	-----	31400	36233	86.7	34530	39618	87.2
		1983-84	41048	71	76	UNAV	12	42447	96.7	-----	33453	38227	87.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		181.3					188.1			217.5	207.9				
	HORNEPAYNE S															
		1975-76	20800	75	76	0	10	22564	92.2	-----	14143	18391	76.9	15828	19689	80.4
		1976-77	22880	75	76	0	10	24716	92.6	-----	17630	20629	85.5	19769	22783	86.8
		1977-78	25307	74	76	0	10	26419	95.8	25325	17492	22487	77.8	20125	24776	81.2
		1978-79	26400	75	76	0	10	28152	93.8	-----	19181	24357	78.7	21470	26675	80.5
		1979-80	29500	65	76	0	10	30118	97.9	-----	22870	26394	86.6	25180	28906	87.1
		1980-81	33500	5	76	0	10	32793	102.2	-----	26447	29169	90.7	29147	31884	91.4
		1981-82	37520	3	76	0	10	36552	102.6	-----	30431	32677	93.1	33232	35689	93.1
		1982-83	42022	0	76	0	10	40383	104.1	-----	33631	36233	92.8	37423	39618	94.5
		1983-84	44123	3	76	UNAV	10	42447	103.9	-----	35887	38227	93.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		212.1					188.1			253.7	207.9				
	HURON CTY S															
		1975-76	21900	66	76	93	10	22564	97.1	-----	18016	18391	98.0	19476	19689	98.9
		1976-77	23800	73	76	654	10	24716	96.3	-----	19704	20629	95.5	22569	22783	99.1
		1977-78	25550	68	76	0	10	26419	96.7	-----	21722	22487	96.6	23080	24776	96.4

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			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SES	AVG. AMT. OF COLA	YEARS MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	HURON CTY S	1978-79	27275	70	76	0	10	28152	96.9	-----	23502	24357	96.5	25761	26675	96.6
		1979-80	29184	72	76	0	10	30118	96.9	-----	25850	26394	97.9	27864	28906	96.4
		1980-81	31922	70	76	0	10	32793	97.3	32800	28645	29169	98.2	31324	31884	98.2
		1981-82	36310	50	76	0	10	36552	99.3	36750	32902	32677	100.7	35596	35689	99.7
		1982-83	40400	35	76	0	10	40383	100.0	-----	37101	36233	102.4	40295	39618	101.7
		1983-84	42420	36	76	UNAV	10	42447	99.9	-----	39347	38227	102.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		193.7					188.1			218.4	207.9				
	KAPUSKASING S															
		1975-76	22740	25	76	0	11	22564	100.8	-----	17177	18391	93.4	18439	19689	93.6
		1976-77	25192	15	76	0	11	24716	101.9	-----	19161	20629	92.9	21420	22783	94.0
		1977-78	26981	17	76	0	11	26419	102.1	-----	20645	22487	91.8	23465	24776	94.7
		1978-79	28657	10	76	0	11	28152	101.8	-----	22960	24357	94.3	25770	26675	96.6
		1979-80	30857	6	76	0	11	30118	102.5	31100	25088	26394	95.1	27962	28906	96.7
		1980-81	33078	24	76	120	11	32793	100.9	-----	27036	29169	92.7	30233	31884	94.8
		1981-82	36714	38	76	0	11	36552	100.4	36932	30704	32677	94.0	34319	35689	96.2
		1982-83	40441	34	76	0	11	40383	100.1	-----	34863	36233	96.2	38507	39618	97.2
		1983-84	42463	35	76	UNAV	11	42447	100.0	-----	36891	38227	96.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		186.7					188.1			214.8	207.9				
	KENORA S															
		1975-76	23020	17	76	179	12	22564	102.0	23300	19004	18391	103.3	20072	19689	101.9
		1976-77	24330	57	76	803	10	24716	98.4	-----	20700	20629	100.3	23443	22783	102.9
		1977-78	25730	66	76	1060	10	26419	97.4	-----	22380	22487	99.5	25092	24776	101.3
		1978-79	28529	23	76	214	10	28152	101.3	-----	25477	24357	104.6	27475	26675	103.0
		1979-80	30447	18	76	0	10	30118	101.1	-----	27629	26394	104.7	29554	28906	102.2
		1980-81	32426	56	76	482	10	32793	98.9	-----	29893	29169	102.5	32624	31884	102.3
		1981-82	36920	21	76	0	10	36552	101.0	37050	34045	32677	104.2	36821	35689	103.2
		1982-83	41422	9	76	0	10	40383	102.6	41496	38695	36233	106.8	41683	39618	105.2
		1983-84	43571	7	76	UNAV	10	42447	102.6	-----	40733	38227	106.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		189.3					188.1			214.3	207.9				
	KENT CTY S															
		1975-76	22015	63	76	0	11	22564	97.6	-----	18028	18391	98.0	18989	19689	96.4
		1976-77	24380	55	76	0	11	24716	98.6	-----	19955	20629	96.7	22291	22783	97.8
		1977-78	25950	59	76	0	11	26419	98.2	-----	21729	22487	96.6	24019	24776	96.9
		1978-79	27500	62	76	0	11	28152	97.7	-----	23174	24357	95.1	25518	26675	95.7
		1979-80	30000	38	76	0	11	30118	99.6	-----	26008	26394	98.5	28587	28906	98.9
		1980-81	32800	41	76	0	11	32793	100.0	-----	28809	29169	98.8	31672	31884	99.3
		1981-82	36360	48	76	0	11	36552	99.5	-----	32446	32677	99.3	35605	35689	99.8
		1982-83	39632	65	76	0	11	40383	98.1	-----	36090	36233	99.6	39509	39618	99.7
		1983-84	41614	66	76	UNAV	11	42447	98.0	-----	38252	38227	100.1	UNAVAIL	UNAVAIL	UNAVAIL

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	BASE OF	AVG. AMT. OF COLA	YEARS TO MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	KENT CTY S															
	% <1ST YR=100>		189.0					188.1			212.2	207.9				
	KIRKLAND LAKE															
		1975-76	22575	37	76	0	11	22564	100.0	-----	18006	18391	97.9	19078	19689	96.9
		1976-77	25080	21	76	0	11	24716	101.5	-----	20370	20629	98.7	22340	22783	98.1
		1977-78	26350	42	76	0	11	26419	99.7	-----	21812	22487	97.0	23902	24776	96.5
		1978-79	28063	42	76	0	11	28152	99.7	-----	24810	24357	101.9	26932	26675	101.0
		1979-80	29747	54	76	0	11	30118	98.8	-----	26657	26394	101.0	29146	28906	100.8
		1980-81	32722	44	76	0	11	32793	99.8	-----	29890	29169	102.5	32684	31884	102.5
		1981-82	36714	37	76	0	11	36552	100.4	-----	33204	32677	101.6	36270	35689	101.6
		1982-83	40018	57	76	0	11	40383	99.1	-----	35955	36233	99.2	39504	39618	99.7
		1983-84	42019	58	76	UNAV	11	42447	99.0	-----	37402	38227	97.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		186.1					188.1			207.7	207.9				
	LAKEHEAD S															
		1975-76	22598	36	76	259	11	22564	100.1	23610	18492	18391	100.5	19655	19689	99.8
		1976-77	25303	11	76	0	11	24716	102.4	25494	21064	20629	102.1	23087	22783	101.3
		1977-78	27300	2	76	0	11	26419	103.3	-----	23341	22487	103.8	25503	24776	102.9
		1978-79	28938	4	76	0	11	28152	102.8	-----	25049	24357	102.8	27167	26675	101.8
		1979-80	30749	11	76	0	11	30118	102.1	30992	27047	26394	102.5	29410	28906	101.7
		1980-81	33161	19	76	397	11	32793	101.1	-----	29544	29169	101.3	32564	31884	102.1
		1981-82	37529	2	76	11	11	36552	102.7	-----	33560	32677	102.7	36432	35689	102.1
		1982-83	42000	1	76	0	11	40383	104.0	-----	38083	36233	105.1	41480	39618	104.7
		1983-84	44100	4	76	UNAV	11	42447	103.9	-----	39892	38227	104.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		195.2					188.1			215.7	207.9				
	LAKE SUPERIOR															
		1975-76	22036	62	76	500	13	22564	97.7	22228	15492	18391	84.2	17759	19689	90.2
		1976-77	24628	43	76	0	12	24716	99.6	-----	18118	20629	87.8	20491	22783	89.9
		1977-78	25800	64	76	0	12	26419	97.7	-----	19765	22487	87.9	22351	24776	90.2
		1978-79	27610	59	76	0	11	28152	98.1	28000	21728	24357	89.2	24330	26675	91.2
		1979-80	30900	5	76	0	11	30118	102.6	-----	24932	26394	94.5	27544	28906	95.3
		1980-81	33650	4	76	0	11	32793	102.6	-----	27421	29169	94.0	30612	31884	96.0
		1981-82	36780	27	76	0	10	36552	100.6	-----	30417	32677	93.1	33681	35689	94.4
		1982-83	41561	5	76	0	10	40383	102.9	42051	33461	36233	92.3	37534	39618	94.7
		1983-84	44154	2	76	UNAV	10	42447	104.0	-----	35723	38227	93.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		200.4					188.1			230.6	207.9				
	LAMBTON CTY S															
		1975-76	[illegible]	[illegible]	76	0	12	[illegible]	[illegible]	-----	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF DAYS	AVG. AMT. OF COLA	YEARS	TOTAL PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE HEIGHTED ON-GRID SALARY	PROV. AVERAGE HEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	LANBTON CTY S	1976-77	24200	63	76	0	12	24716	97.9	-----	19046	20629	92.3	21061	22783	92.4
		1977-78	25894	62	76	0	12	26419	98.0	-----	20712	22487	92.1	22603	24776	91.2
		1978-79	27440	65	76	0	12	28152	97.5	-----	22508	24357	92.4	24947	26675	93.5
		1979-80	29700	57	76	0	12	30118	98.6	30030	25309	26394	95.9	27709	28906	95.9
		1980-81	32416	57	76	0	12	32793	98.8	32800	28273	29169	96.9	30964	31884	97.1
		1981-82	35424	72	76	523	12	36552	96.9	-----	31427	32677	96.2	34788	35689	97.5
		1982-83	40400	35	76	0	12	40383	100.0	-----	36611	36233	101.0	40091	39618	101.2
		1983-84	42420	36	76	UNAV	12	42447	99.9	-----	39014	38227	102.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		169.4					188.1			225.2	207.9				
	LANARK CTY S															
		1975-76	23550	3	76	214	12	22564	104.4	-----	17947	18391	97.6	19389	19689	98.5
		1976-77	25388	5	76	0	12	24716	102.7	25580	19886	20629	96.4	21967	22783	96.4
		1977-78	26920	18	76	0	12	26419	101.9	-----	21512	22487	95.7	23773	24776	95.9
		1978-79	28270	35	76	0	12	28152	100.4	-----	22881	24357	93.9	25530	26675	95.7
		1979-80	30000	38	76	0	12	30118	99.6	-----	24848	26394	94.1	27360	28906	94.7
		1980-81	31950	69	76	250	12	32793	97.4	-----	26587	29169	91.1	29482	31884	92.5
		1981-82	36444	45	76	0	12	36552	99.7	36700	30807	32677	94.3	34194	35689	95.8
		1982-83	40750	22	76	0	12	40383	100.9	-----	34878	36233	96.3	38371	39618	96.9
		1983-84	42788	22	76	UNAV	13	42447	100.8	-----	36575	38227	95.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		181.7					188.1			203.8	207.9				
	LEEDS,GREN S															
		1975-76	22286	55	76	298	14	22564	98.8	23339	17756	18391	96.5	19353	19689	98.3
		1976-77	25739	1	76	0	14	24716	104.1	-----	20837	20629	101.0	23218	22783	101.9
		1977-78	27151	5	76	0	14	26419	102.8	-----	22454	22487	99.9	24833	24776	100.2
		1978-79	28595	19	76	0	14	28152	101.6	-----	23718	24357	97.4	26228	26675	98.3
		1979-80	30164	34	76	0	13	30118	100.2	-----	25631	26394	97.1	28136	28906	97.3
		1980-81	33090	23	76	0	13	32793	100.9	-----	27947	29169	95.8	30257	31884	94.9
		1981-82	37094	11	76	0	13	36552	101.5	-----	31433	32677	96.2	34534	35689	96.8
		1982-83	40819	19	76	0	13	40383	101.1	-----	34781	36233	96.0	38299	39618	96.7
		1983-84	42660	19	76	UNAV	13	42447	101.0	-----	37320	38227	97.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		192.3					188.1			210.2	207.9				
	LEMMOX,ADD.S															
		1975-76	22540	48	76	500	11	22564	99.9	22900	18220	18391	99.1	19216	19689	97.6
		1976-77	24700	39	76	0	11	24716	99.9	-----	20540	20629	99.6	22187	22783	97.4
		1977-78	26090	32	76	0	11	26419	98.8	-----	22100	22487	98.3	23992	24776	96.8
		1978-79	27330	67	76	0	11	28152	97.1	-----	23458	24357	96.3	25238	26675	94.6
		1979-80	29106	73	76	0	11	30118	96.6	-----	25637	26394	97.1	27700	28906	95.8
		1980-81	31771	73	76	0	11	32793	96.9	32300	28234	29169	96.8	30439	31884	95.5
		1981-82	36015	62	76	0	11	36552	98.5	36338	32052	32677	98.2	34576	35689	96.9

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF S	CAS E	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	LENNOX,ADD.S	1982-83	40190	44	76	0		11		40383	99.5	40335	36067	36233	99.6	39073	39618	98.6
		1983-84	42352	40	76	UNAV		11		42447	99.8	-----	38169	38227	99.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		107.9							108.1			209.5	207.9				
	LINCOLN CTY S																	
		1975-76	22851	21	76	0		13		22564	101.3	23308	19256	18391	104.7	20523	19689	104.2
		1976-77	25359	8	76	0		11		24716	102.6	-----	21860	20629	106.0	23898	22783	104.9
		1977-78	27471	8	76	0		11		26419	104.0	-----	23971	22487	106.6	26204	24776	105.8
		1978-79	29257	2	76	0		11		28152	103.9	29715	25843	24357	106.1	28327	26675	106.2
		1979-80	31232	1	76	0		11		30118	103.7	-----	28105	26394	106.5	30657	28906	106.1
		1980-81	33887	2	76	0		11		32793	103.3	-----	30840	29169	105.7	33687	31884	105.7
		1981-82	37530	1	76	0		11		36552	102.7	-----	34371	32677	105.2	37421	35689	104.9
		1982-83	40908	18	76	0		11		40383	101.3	-----	37895	36233	104.6	41480	39618	104.7
		1983-84	42953	18	76	UNAV		11		42447	101.2	-----	39690	38227	103.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		188.0							188.1			206.1	207.9				
	LONDON S																	
		1975-76	22336	51	76	0		12		22564	99.0	23260	18629	18391	101.3	19795	19689	100.5
		1976-77	24042	69	76	0		11		24716	97.3	24510	20725	20629	100.5	23032	22783	101.1
		1977-78	26208	45	76	0		10		26419	99.2	-----	22691	22487	100.9	25136	24776	101.5
		1978-79	28008	44	76	0		10		28152	99.5	-----	24590	24357	101.0	27509	26675	103.1
		1979-80	29340	70	76	488		10		30118	97.4	-----	26312	26394	99.7	29552	28906	102.2
		1980-81	32358	60	76	0		10		32793	98.6	-----	29317	29169	100.5	32158	31884	100.9
		1981-82	34620	75	76	702		10		36552	94.7	-----	31825	32677	97.4	35564	35689	99.7
		1982-83	38585	74	76	0		10		40383	95.5	-----	35767	36233	98.7	39300	39618	99.2
		1983-84	40514	74	76	UNAV		10		42447	95.4	-----	36772	38227	96.2	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		181.4							188.1			197.4	207.9				
	MANITOULIN S																	
		1975-76	23600	2	76	0		12		22564	104.6	23700	17821	18391	96.9	18982	19689	96.0
		1976-77	25100	19	76	0		12		24716	101.6	-----	20032	20629	97.1	21678	22783	96.0
		1977-78	26500	36	76	0		12		26419	100.3	-----	22285	22487	99.1	24570	24776	99.2
		1978-79	28310	33	76	0		12		28152	100.6	-----	24411	24357	100.2	26718	26675	100.2
		1979-80	30290	31	76	0		12		30118	100.6	-----	26326	26394	99.7	28851	28906	99.8
		1980-81	33077	25	76	0		12		32793	100.9	-----	29706	29169	101.8	32734	31884	102.7
		1981-82	37000	17	76	0		12		36552	101.2	-----	33068	32677	101.2	36374	35689	101.9
		1982-83	40700	24	76	0		12		40383	100.8	-----	36640	36233	101.1	40147	39618	101.3
		1983-84	42735	24	76	UNAV		12		42447	100.7	-----	38412	38227	100.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		181.1							188.1			215.5	207.9				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF S	CASES	AVG. AMT. OF COLA	YEARS MAX	TOTAL PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	MICHIPICOTEN S																
		1975-76	22300	53	76	0	12	22564	98.8	22400	16332	18391	88.8	18027	19689	91.6
		1976-77	24416	50	76	0	12	24716	98.8	-----	18715	20629	90.7	21260	22783	93.3
		1977-78	26372	41	76	0	12	26419	99.8	-----	19043	22487	88.2	22696	24776	91.6
		1978-79	28455	25	76	0	12	28152	101.1	-----	21624	24357	88.8	24719	26675	92.7
		1979-80	31000	3	76	79	12	30118	102.9	-----	23986	26394	90.9	27225	28906	94.2
		1980-81	33135	26	76	58	12	32793	101.0	-----	27052	29169	92.7	30354	31884	95.2
		1981-82	36945	20	76	0	12	36552	101.1	-----	30056	32677	92.0	33754	35689	94.6
		1982-83	41750	2	76	0	12	40383	103.4	-----	34373	36233	94.9	38772	39618	97.9
		1983-84	43845	5	76	UNAV	12	42447	103.3	-----	36997	38227	96.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		196.6						188.1		226.5	207.9				
	MIDDLESEX CTY															
		1975-76	22450	44	76	299	12	22564	99.5	-----	18020	18391	98.0	19665	19689	99.9
		1976-77	24275	58	76	0	12	24716	98.2	-----	19626	20629	95.1	21769	22783	95.5
		1977-78	25700	67	76	0	12	26419	97.3	-----	21238	22487	94.4	23510	24776	94.9
		1978-79	27300	68	76	0	12	28152	97.0	-----	22933	24357	94.2	25199	26675	94.5
		1979-80	29500	65	76	0	12	30118	97.9	-----	25167	26394	95.4	27546	28906	95.3
		1980-81	32210	65	76	0	12	32793	98.2	-----	28053	29169	96.2	30698	31884	96.3
		1981-82	36050	60	76	0	12	36552	98.6	-----	31887	32677	97.6	34845	35689	97.6
		1982-83	40290	43	76	0	12	40383	99.8	-----	36121	36233	99.7	39568	39618	99.9
		1983-84	42305	45	76	UNAV	12	42447	99.7	-----	37936	38227	99.2	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		188.4						188.1		210.5	207.9				
	MUSKOKA S															
		1975-76	21887	69	76	0	13	22564	97.0	22145	17772	18391	96.6	18717	19689	95.1
		1976-77	24220	62	76	0	13	24716	98.0	-----	20145	20629	97.7	22203	22783	97.5
		1977-78	25479	70	76	0	13	26419	96.4	-----	21374	22487	95.1	23514	24776	94.9
		1978-79	27008	73	76	0	13	28152	95.9	28027	23209	24357	95.3	25521	26675	95.7
		1979-80	29704	56	76	0	13	30118	98.6	-----	25572	26394	96.9	28035	28906	97.0
		1980-81	32260	62	76	0	13	32793	98.4	32736	28330	29169	97.1	30912	31884	97.0
		1981-82	35709	68	76	0	13	36552	97.7	36062	31270	32677	95.7	34239	35689	95.9
		1982-83	39308	79	76	0	13	40383	97.3	-----	34774	36233	96.0	38092	39618	96.1
		1983-84	41273	70	76	UNAV	13	42447	97.2	-----	36835	38227	96.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		188.6						188.1		207.3	207.9				
	NIAGARA SOUTH															
		1975-76	22248	56	76	0	13	22564	98.6	-----	17765	18391	96.6	19046	19689	96.7
		1976-77	24093	68	76	0	13	24716	97.5	-----	19687	20629	95.4	22184	22783	97.4
		1977-78	25473	71	76	0	13	26419	96.4	-----	21057	22487	93.6	23794	24776	96.0

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF DAYS	AVG. AMT. OF COLA	YEARS	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	NIAGARA SOUTH	1978-79	27811	51	76	0	13	28152	98.8	28621	23593	24357	96.9	26350	26675	98.8
		1979-80	29922	45	76	0	13	30118	99.3	30364	26151	26394	99.1	28950	28906	100.2
		1980-81	33200	18	76	0	12	32793	101.2	-----	29934	29169	102.6	32996	31884	103.5
		1981-82	36975	19	76	0	12	36552	101.2	-----	33652	32677	103.0	37013	35689	103.7
		1982-83	40610	27	76	0	12	40383	100.6	-----	37000	36233	102.1	40879	39618	103.2
		1983-84	42641	27	76	UNAV	12	42447	100.5	-----	38522	38227	100.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		191.7					188.1			216.8	207.9				
	NIP-RED ROCK S															
		1975-76	23200	12	76	500	12	22564	102.8	-----	17541	18391	95.4	19375	19689	98.4
		1976-77	25038	23	76	500	12	24716	101.3	-----	18580	20629	90.1	21297	22783	93.5
		1977-78	26449	39	76	492	12	26419	100.1	-----	21108	22487	93.9	23758	24776	95.9
		1978-79	28000	44	76	492	11	28152	99.5	-----	22957	24357	94.3	25469	26675	95.5
		1979-80	29960	43	76	495	11	30118	99.5	-----	24638	26394	93.3	27687	28906	95.8
		1980-81	32652	46	76	0	11	32793	99.6	33100	27115	29169	93.0	29361	31884	93.7
		1981-82	35750	67	76	242	11	36552	97.8	-----	30141	32677	92.2	33290	35689	93.3
		1982-83	41572	3	76	0	11	40383	102.9	42380	35246	36233	97.3	38254	39618	96.6
		1983-84	44499	0	76	UNAV	11	42447	104.8	-----	38096	38227	99.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		191.8					188.1			217.2	207.9				
	NIPISSING S															
		1975-76	24010	0	76	0	11	22564	106.4	-----	19502	18391	106.0	20660	19689	104.9
		1976-77	25700	2	76	0	11	24716	104.0	-----	21464	20629	104.0	23823	22783	104.6
		1977-78	27125	7	76	0	11	26419	102.7	-----	23342	22487	103.8	25766	24776	104.0
		1978-79	28550	22	76	0	11	28152	101.4	-----	24896	24357	102.2	27406	26675	102.7
		1979-80	29995	41	76	212	11	30118	99.6	-----	26602	26394	100.8	29444	28906	101.9
		1980-81	32932	32	76	0	11	32793	100.4	33054	29598	29169	101.5	32432	31884	101.7
		1981-82	36024	61	76	593	11	36552	98.6	-----	32944	32677	100.8	37027	35689	103.8
		1982-83	40115	47	76	0	11	40383	99.3	40500	37122	36233	102.5	41104	39618	103.8
		1983-84	42525	30	76	UNAV	11	42447	100.2	-----	39539	38227	103.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		177.1					188.1			203.0	207.9				
	NORFOLK CTY S															
		1975-76	22140	58	76	0	10	22564	98.1	22100	18440	18391	100.3	19660	19689	99.9
		1976-77	24400	51	76	0	10	24716	98.7	-----	20952	20629	101.6	22956	22783	100.8
		1977-78	26000	57	76	0	10	26419	98.4	-----	22687	22487	100.9	25042	24776	101.1
		1978-79	27650	56	76	0	10	28152	98.2	-----	24356	24357	100.0	26834	26675	100.6
		1979-80	29550	63	76	689	10	30118	98.1	29700	26006	26394	98.5	29125	28906	100.8
		1980-81	32500	51	76	1070	10	32793	99.1	32700	29101	29169	99.8	33043	31884	103.6
		1981-82	36100	59	76	1025	10	36552	98.8	-----	32393	32677	99.1	36616	35689	102.6
		1982-83	40002	59	76	0	10	40383	99.1	-----	35774	36233	98.7	39087	39618	98.7
		1983-84	42002	60	76	UNAV	10	42447	99.0	-----	37599	38227	98.4	UNAVAIL	UNAVAIL	UNAVAIL

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM									AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF DAYS	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	NORFOLK CTY S																
	% <1ST YR=100>		189.7						188.1			203.9	207.9				
	NORTH SHORE S																
		1975-76	23286	8	76	513	12	22564	103.2	23876		18026	18391	98.0	19901	19689	101.1
		1976-77	24507	46	76	893	11	24716	99.2	-----		19661	20629	95.3	22745	22783	99.8
		1977-78	26250	44	76	798	11	26419	99.4	-----		20667	22487	91.9	23634	24776	95.4
		1978-79	27480	64	76	1005	10	28152	97.6	-----		21954	24357	90.1	25068	26675	94.0
		1979-80	30000	38	76	1308	11	30118	99.6	-----		23144	26394	87.7	27011	28906	93.4
		1980-81	31800	72	76	1495	11	32793	97.0	-----		24780	29169	85.0	29065	31884	91.2
		1981-82	37500	5	76	0	11	36552	102.6	-----		29532	32677	90.4	32969	35689	92.4
		1982-83	41375	10	76	740	11	40383	102.5	-----		32822	36233	90.6	37329	39618	94.2
		1983-84	43444	10	76	UNAV	11	42447	102.3	-----		34708	38227	90.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		186.6						188.1			192.5	207.9				
	NORTHUMBERLAND																
		1975-76	23100	14	76	85	12	22564	102.4	23500		18119	18391	98.5	18991	19689	96.5
		1976-77	25000	24	76	0	12	24716	101.1	-----		19844	20629	96.2	21963	22783	96.4
		1977-78	26450	38	76	0	12	26419	100.1	-----		21586	22487	96.0	23579	24776	95.2
		1978-79	28000	44	76	0	12	28152	99.5	-----		22903	24357	94.0	25079	26675	94.0
		1979-80	29841	49	76	0	12	30118	99.1	30135		25162	26394	95.3	27348	28906	94.6
		1980-81	32116	66	76	0	12	32793	97.9	32432		27741	29169	95.1	30048	31884	94.2
		1981-82	36324	49	76	0	12	36552	99.4	-----		31998	32677	97.9	34579	35689	96.9
		1982-83	40320	40	76	0	12	40383	99.8	-----		35241	36233	97.3	38360	39618	96.8
		1983-84	42336	42	76	UNAV	12	42447	99.7	-----		37103	38227	97.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		183.3						188.1			204.8	207.9				
	NORTH YORK S																
		1975-76	22619	29	76	0	12	22564	100.2	-----		18542	18391	100.8	19782	19689	100.5
		1976-77	24820	32	76	404	11	24716	100.4	-----		20838	20629	101.0	22984	22783	100.9
		1977-78	26997	10	76	0	10	26419	102.2	-----		23468	22487	104.5	25201	24776	101.7
		1978-79	28617	13	76	0	10	28152	101.7	-----		24981	24357	102.6	27008	26675	101.2
		1979-80	30334	25	76	103	10	30118	100.7	-----		27169	26394	102.9	29323	28906	101.4
		1980-81	33443	6	76	0	10	32793	102.0	-----		30338	29169	104.0	32687	31884	102.5
		1981-82	36720	30	76	39	10	36552	100.5	-----		33506	32677	102.8	36100	35689	101.2
		1982-83	40025	50	76	0	10	40383	99.1	-----		37005	36233	102.1	39913	39618	100.7
		1983-84	42026	51	76	UNAV	10	42447	99.0	-----		39103	38227	102.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		185.8						188.1			211.3	207.9				
	OTTAWA S																
		1975-76	23234	9	76	1000	11	22564	103.0	23790		19340	18391	107.9	21962	19689	111.5

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM									AVERAGE ON-GRID SALARY		AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	OTTAWA S	1976-77	25455	4	76	957	10	24716	103.0	-----	22425	20629	108.7	25350	22783	111.3
		1977-78	26982	16	76	919	10	26419	102.1	-----	24030	22487	106.9	26899	24776	108.6
		1978-79	29485	1	76	0	10	28152	104.7	-----	26393	24357	108.4	28252	26675	105.9
		1979-80	31180	2	76	0	10	30118	103.5	-----	28311	26394	107.3	30664	28906	106.1
		1980-81	33674	3	76	0	10	32793	102.7	-----	30901	29169	105.9	33302	31884	104.4
		1981-82	36650	40	76	0	10	36552	100.3	-----	33952	32677	103.9	36734	35689	102.9
		1982-83	39399	69	76	0	10	40383	97.6	-----	36731	36233	101.4	39759	39618	100.4
		1983-84	41369	69	76	UNAV	10	42447	97 [illegible]	-----	38961	38227	101.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		178.1					188.1			196.4	207.9				
	OXFORD CTY S															
		1975-76	22220	57	76	0	11	22564	98.5	-----	18392	18391	100.0	19702	19689	100.1
		1976-77	24235	60	76	0	11	24716	98.1	-----	20275	20629	98.3	22525	22783	98.9
		1977-78	25760	65	76	0	11	26419	97.5	-----	21550	22487	95.8	23769	24776	95.9
		1978-79	27000	74	76	0	11	28152	95.9	-----	22849	24357	93.8	25177	26675	94.4
		1979-80	29500	65	76	0	11	30118	97.9	-----	25544	26394	96.8	28019	28906	96.9
		1980-81	32600	47	76	0	11	32793	99.4	-----	28501	29169	97.7	31194	31884	97.8
		1981-82	36512	44	76	0	11	36552	99.9	-----	32308	32677	99.1	35443	35689	99.3
		1982-83	39798	61	76	0	11	40383	98.6	-----	35041	36233	96.7	38301	39618	96.7
		1983-84	41788	62	76	UNAV	11	42447	98.4	-----	37026	38227	96.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		188.1					188.1			201.3	207.9				
	PEEL S															
		1975-76	22323	52	76	0	12	22564	98.9	22739	18209	18391	99.0	19457	19689	98.8
		1976-77	25139	18	76	0	11	24716	101.7	-----	20640	20629	100.1	22505	22783	98.8
		1977-78	27150	6	76	0	11	26419	102.8	-----	22570	22487	100.4	25062	24776	101.2
		1978-79	28779	6	76	0	11	28152	102.2	-----	24229	24357	99.5	26833	26675	100.6
		1979-80	30800	8	76	0	11	30118	102.3	-----	26428	26394	100.1	29205	28906	101.0
		1980-81	33100	21	76	0	11	32793	100.9	-----	28694	29169	98.4	31788	31884	99.7
		1981-82	37072	13	76	0	11	36552	101.4	-----	32326	32677	98.9	35507	35689	99.5
		1982-83	41521	6	76	0	11	40383	102.8	-----	36633	36233	101.1	40149	39618	101.3
		1983-84	43597	6	76	UNAV	11	42447	102.7	-----	38832	38227	101.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		195.3					188.1			213.3	207.9				
	PERTH S															
		1975-76	22054	60	76	0	12	22564	97.7	22050	17905	18391	97.4	19152	19689	97.3
		1976-77	24200	63	76	0	11	24716	97.9	-----	19987	20629	96.9	21783	22783	95.6
		1977-78	25940	61	76	0	11	26419	98.2	-----	21817	22487	97.0	23608	24776	95.3
		1978-79	27300	68	76	0	11	28152	97.0	-----	23230	24357	95.4	25098	26675	94.1
		1979-80	29480	68	76	0	11	30118	97.9	29600	25535	26394	96.7	27597	28906	95.5
		1980-81	32280	61	76	0	11	32793	98.4	32700	28521	29169	97.8	30650	31884	96.1
		1981-82	36286	53	76	0	11	36552	99.3	36638	32472	32677	99.4	35006	35689	98.1

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM									AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CAS	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	PERTH S	1982-83	40310	41	76	0	0	11	40383	99.8	-----	36486	36233	100.7	39142	39618	98.8
		1983-84	42326	43	76	UNAV		11	42447	99.7	-----	38379	38227	100.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		191.9							188.1			214.4	207.9			
	PETERBOROUGH S																
		1975-76	22300	53	76	280		12	22564	98.8	-----	18449	18391	100.3	19536	19689	99.2
		1976-77	24700	39	76	0		12	24716	99.9	-----	20818	20629	100.9	22455	22783	98.6
		1977-78	26150	48	76	0		12	26419	99.0	-----	22305	22487	99.2	24114	24776	97.3
		1978-79	27750	53	76	0		12	28152	98.6	-----	23903	24357	98.1	25815	26675	96.8
		1979-80	29766	53	76	0		12	30118	98.8	30000	25859	26394	98.0	28032	28906	97.0
		1980-81	32748	43	76	0		12	32793	99.9	-----	28675	29169	98.3	31026	31884	97.3
		1981-82	36530	43	76	0		12	36552	99.9	36650	32627	32677	99.8	35446	35689	99.3
		1982-83	40682	25	76	0		12	40383	100.7	-----	37067	36233	102.3	40392	39618	102.0
		1983-84	42716	25	76	UNAV		12	42447	100.6	-----	39114	38227	102.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		191.6							188.1			212.0	207.9			
	PRES,RUSSELL S																
		1975-76	23195	13	76	0		12	22564	102.8	23797	17696	18391	96.2	18399	19689	93.4
		1976-77	24539	44	76	0		12	24716	99.3	25034	19098	20629	92.6	20910	22783	91.8
		1977-78	26536	34	76	0		11	26419	100.4	-----	21084	22487	93.8	23328	24776	94.2
		1978-79	28128	41	76	0		11	28152	99.9	-----	22955	24357	94.2	25304	26675	94.9
		1979-80	30392	21	76	0		11	30118	100.9	-----	25467	26394	96.5	28091	28906	97.2
		1980-81	32823	36	76	0		11	32793	100.1	-----	27921	29169	95.7	30850	31884	96.8
		1981-82	36762	28	76	0		11	36552	100.6	-----	31209	32677	95.5	34565	35689	96.9
		1982-83	39520	66	76	0		11	40383	97.9	40071	34224	36233	94.5	38198	39618	96.4
		1983-84	42075	48	76	UNAV		11	42447	99.1	-----	37183	38227	97.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		181.4							188.1			210.1	207.9			
	PRI NCE EDWARD																
		1975-76	22500	42	76	0		13	22564	99.7	-----	17371	18391	94.5	17371	19689	88.2
		1976-77	24800	38	76	0		13	24716	100.3	-----	19556	20629	94.8	21530	22783	94.5
		1977-78	26150	48	76	0		13	26419	99.0	-----	21340	22487	94.9	23456	24776	94.7
		1978-79	27800	52	76	0		13	28152	98.8	-----	22650	24357	93.0	24736	26675	92.7
		1979-80	29607	61	76	0		13	30118	98.3	30200	24557	26394	93.0	26606	28906	92.0
		1980-81	32250	63	76	0		13	32793	98.3	-----	27669	29169	94.9	29780	31884	93.4
		1981-82	36205	54	76	0		13	36552	99.1	36746	31619	32677	96.8	34024	35689	95.3
		1982-83	40053	43	76	0		13	40383	99.2	-----	35603	36233	98.3	38491	39618	97.2
		1983-84	42056	49	76	UNAV		13	42447	99.1	-----	37902	38227	99.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		186.9							188.1			218.6	207.9			

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CASE	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	RED LAKE S																	
		1975-76	23375	7	76	0	13	22564	103.6	-----	16406	18391	89.2	17589	19689	89.3
		1976-77	25238	13	76	331	13	24716	102.1	-----	18257	20629	88.5	20196	22783	88.6
		1977-78	27357	1	76	444	13	26419	103.5	-----	19650	22487	87.4	22130	24776	89.3
		1978-79	29200	3	76	656	13	28152	103.7	-----	21749	24357	89.3	24260	26675	90.9
		1979-80	30800	8	76	622	13	30118	102.3	-----	24299	26394	92.1	26798	28906	92.7
		1980-81	33300	14	76	595	11	32793	101.5	-----	26368	29169	90.4	29228	31884	91.7
		1981-82	38300	0	76	0	11	36552	104.8	-----	30465	32677	93.2	33971	35689	95.2
		1982-83	40790	20	76	0	11	40383	101.0	-----	33497	36233	92.4	36488	39618	92.1
		1983-84	42829	20	76	UNAV	11	42447	100.9	-----	36820	38227	96.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		183.2					188.1			224.4	207.9				
	RENFREW CTY S															
		1975-76	23042	15	76	0	12	22564	102.1	-----	18118	18391	98.5	19506	19689	99.1
		1976-77	24954	26	76	0	12	24716	101.0	-----	20272	20629	98.3	22356	22783	98.1
		1977-78	26526	35	76	0	12	26419	100.4	-----	22118	22487	98.4	24195	24776	97.7
		1978-79	27985	47	76	0	12	28152	99.4	-----	23491	24357	96.4	25589	26675	95.9
		1979-80	29804	50	76	0	12	30118	99.0	-----	25248	26394	95.7	27421	28906	94.9
		1980-81	32248	64	76	0	12	32793	98.3	32486	27885	29169	95.6	30293	31884	95.0
		1981-82	36124	58	76	0	12	36552	98.8	36384	31808	32677	97.3	34442	35689	96.5
		1982-83	39659	63	76	0	12	40383	98.2	-----	34987	36233	96.6	37723	39618	95.2
		1983-84	41642	64	76	UNAV	12	42447	98.1	-----	37268	38227	97.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		180.7					188.1			205.7	207.9				
	S.STE.MARIE S															
		1975-76	22490	43	76	0	12	22564	99.7	-----	18130	18391	98.6	19170	19689	97.4
		1976-77	24890	28	76	0	12	24716	100.7	-----	20767	20629	100.7	22721	22783	99.7
		1977-78	26815	26	76	0	12	26419	101.5	-----	22984	22487	102.2	25466	24776	102.8
		1978-79	28555	21	76	0	12	28152	101.4	-----	24743	24357	101.6	28984	26675	108.7
		1979-80	29985	42	76	0	12	30118	99.6	-----	26676	26394	101.1	29376	28906	101.6
		1980-81	33000	30	76	0	12	32793	100.6	-----	29743	29169	102.0	32829	31884	103.0
		1981-82	35310	73	76	991	12	36552	96.6	-----	32617	32677	99.8	37059	35689	103.8
		1982-83	39643	64	76	0	12	40383	98.2	-----	36857	36233	101.7	41054	39618	103.6
		1983-84	41625	65	76	UNAV	12	42447	98.1	-----	38633	38227	101.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		185.1					188.1			213.1	207.9				
	SCARBOROUGH S															
		1975-76	22619	29	76	0	12	22564	100.2	-----	18221	18391	99.1	19233	19689	97.7
		1976-77	24820	32	76	212	11	24716	100.4	-----	20564	20629	99.7	22488	22783	98.7
		1977-78	26997	10	76	0	10	26419	102.2	-----	22738	22487	101.1	24565	24776	99.1

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	AVERAGE ON-GRID SALARY: PROV. AVERAGE WEIGHTED ON-GRID SALARY	AVG. TOTAL COMPENSATION: BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	AVG. TOTAL COMPENSATION: PROV. AVERAGE TOTAL COMP.	AVG. TOTAL COMPENSATION: BOARD AS % OF PROV. AVERAGE
SECONDARY	SCARBOROUGH S	1978-79	28617	13	76	0	10	28152	101.7	-----	24581	24357	100.9	26744	26675	100.3
		1979-80	30334	25	76	123	10	30118	100.7	-----	26298	26394	99.6	28563	28906	98.8
		1980-81	33443	6	76	0	10	32793	102.0	-----	29348	29169	100.6	31663	31884	99.3
		1981-82	36720	30	76	39	10	36552	100.5	-----	32685	32677	100.0	35318	35689	99.0
		1982-83	40025	50	76	0	10	40383	99.1	-----	36187	36233	99.9	39615	39618	100.0
		1983-84	42026	51	76	UNAV	10	42447	99.0	-----	38137	38227	99.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		185.8					188.1			209.3	207.9				
	SIMCOE CTY S															
		1975-76	23660	1	76	0	11	22564	104.9	24000	19526	18391	106.2	20652	19689	104.9
		1976-77	25365	7	76	0	11	24716	102.6	-----	21315	20629	103.3	23300	22783	102.3
		1977-78	26887	22	76	0	11	26419	101.8	-----	22811	22487	101.4	24885	24776	100.4
		1978-79	28500	24	76	0	11	28152	101.2	-----	24487	24357	100.5	26758	26675	100.3
		1979-80	30774	10	76	0	11	30118	102.2	-----	26694	26394	101.1	29024	28906	100.4
		1980-81	34300	1	76	0	11	32793	104.6	-----	30200	29169	103.5	32704	31884	102.6
		1981-82	37180	8	76	0	11	36552	101.7	37728	33303	32677	101.9	35980	35689	100.8
		1982-83	41037	14	76	0	11	40383	101.6	-----	36532	36233	100.8	39666	39618	100.1
		1983-84	43089	14	76	UNAV	11	42447	101.5	-----	38094	38227	99.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		182.1					188.1			195.1	207.9				
	S.D.GLENGARRY															
		1975-76	21686	72	76	0	12	22564	96.1	22210	17445	18391	94.9	18434	19689	93.6
		1976-77	24440	49	76	0	11	24716	98.9	-----	20358	20629	98.7	21872	22783	96.0
		1977-78	26395	40	76	0	11	26419	99.9	-----	22151	22487	98.5	24027	24776	97.0
		1978-79	27979	48	76	0	11	28152	99.4	-----	23824	24357	97.8	25809	26675	96.8
		1979-80	29868	48	76	0	11	30118	99.2	30000	26207	26394	99.3	28276	28906	97.8
		1980-81	32400	58	76	0	11	32793	98.8	-----	28861	29169	98.9	31182	31884	97.8
		1981-82	35965	64	76	0	11	36552	98.4	-----	32428	32677	99.2	35224	35689	98.7
		1982-83	40460	33	76	0	11	40383	100.2	-----	36564	36233	100.9	40099	39618	101.2
		1983-84	42485	34	76	UNAV	11	42447	100.1	-----	38431	38227	100.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		195.9					188.1			220.3	207.9				
	SUDBURY S															
		1975-76	22756	23	76	0	12	22564	100.8	-----	17139	18391	93.2	18640	19689	94.7
		1976-77	25000	24	76	0	12	24716	101.1	-----	19416	20629	94.1	21926	22783	96.2
		1977-78	26750	28	76	0	12	26419	101.3	-----	21507	22487	95.6	24216	24776	97.7
		1978-79	28400	30	76	0	12	28152	100.9	-----	23190	24357	95.2	25806	26675	96.7
		1979-80	30650	12	76	0	12	30118	101.8	-----	25616	26394	97.1	28181	28906	97.5
		1980-81	33051	26	76	200	12	32793	100.8	33480	28314	29169	97.1	31305	31884	98.4
		1981-82	37496	6	76	0	12	36552	102.6	-----	32996	32677	101.0	36273	35689	101.6
		1982-83	40500	30	76	0	12	40383	100.3	-----	36513	36233	100.8	39947	39618	100.8
		1983-84	42521	32	76	UNAV	12	42447	100.1	-----	38392	38227	100.4	UNAVAIL	UNAVAIL	UNAVAIL

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	SUDBURY S																
	% <1ST YR=100>		186.8						188.1			228.8	207.9				
	TIMISKAMING S																
		1975-76	22368	48	76	0	13	22564	99.1	22300		17265	18391	93.9	18297	19689	92.9
		1976-77	24700	39	76	148	11	24716	99.9	-----		19695	20629	95.5	22220	22783	97.5
		1977-78	26100	51	76	0	11	26419	98.8	-----		21564	22487	95.9	23959	24776	96.7
		1978-79	27540	61	76	320	11	28152	97.8	28500		23555	24357	96.7	26382	26675	98.9
		1979-80	29100	74	76	406	11	30118	96.6	29500		25137	26394	95.2	28152	28906	97.4
		1980-81	32750	42	76	299	11	32793	99.9	-----		28885	29169	99.0	31964	31884	100.2
		1981-82	36850	24	76	0	11	36552	100.8	37010		32703	32677	100.1	35714	35689	100.1
		1982-83	41000	16	76	0	11	40383	101.5	-----		36787	36233	101.5	40770	39618	102.9
		1983-84	43050	16	76	UNAV	11	42447	101.4	-----		38845	38227	101.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		192.5						188.1			225.0	207.9				
	TIMMINS S																
		1975-76	22755	24	76	0	13	22564	100.8	-----		16795	18391	91.3	18150	19689	92.2
		1976-77	25040	22	76	0	12	24716	101.3	-----		19752	20629	95.8	21817	22783	95.8
		1977-78	27190	3	76	0	12	26419	102.9	-----		22315	22487	99.2	24435	24776	98.6
		1978-79	28905	5	76	0	12	28152	102.7	-----		24317	24357	99.8	26472	26675	99.2
		1979-80	30495	16	76	0	12	30118	101.3	-----		25439	26394	96.4	28015	28906	96.9
		1980-81	33274	17	76	0	12	32793	101.5	-----		28307	29169	97.0	31069	31884	97.4
		1981-82	36717	36	76	0	12	36552	100.5	-----		31706	32677	97.0	35200	35689	98.6
		1982-83	40022	56	76	0	12	40383	99.1	-----		34748	36233	95.9	38863	39618	98.1
		1983-84	42023	57	76	UNAV	12	42447	99.0	-----		36740	38227	96.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		184.7						188.1			218.8	207.9				
	TORONTO S																
		1975-76	22619	29	76	0	12	22564	100.2	-----		19052	18391	103.6	20052	19689	101.8
		1976-77	24820	32	76	195	11	24716	100.4	-----		21230	20629	102.9	23092	22783	101.4
		1977-78	26997	10	76	0	10	26419	102.2	-----		23510	22487	104.5	25436	24776	102.7
		1978-79	28617	13	76	0	10	28152	101.7	-----		25440	24357	104.4	27472	26675	103.0
		1979-80	30334	25	76	132	10	30118	100.7	-----		27284	26394	103.4	29568	28906	102.3
		1980-81	33378	14	76	0	10	32793	101.8	33443		30462	29169	104.4	32912	31884	103.2
		1981-82	36720	30	76	35	10	36552	100.5	-----		33615	32677	102.9	36347	35689	101.8
		1982-83	40025	50	76	0	10	40383	99.1	-----		36444	36233	100.6	39722	39618	100.3
		1983-84	42026	51	76	UNAV	10	42447	99.0	-----		38811	38227	101.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		185.8						188.1			203.7	207.9				
	VICTORIA S																
		1975-76	22350	50	76	0	12	22564	99.0	-----		17908	18391	97.4	19204	19689	97.5

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM									AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CASE	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	VICTORIA S	1976-77	24700	39	76		0	12		24716	99.9	-----	20060	20629	97.2	22144	22783	97.2
		1977-78	26180	46	76		0	12		26419	99.1	-----	21341	22487	94.9	23508	24776	94.9
		1978-79	27700	54	76		0	12		28152	98.4	-----	22801	24357	93.6	25032	26675	93.8
		1979-80	29639	58	76		0	12		30118	98.4	29916	24800	26394	94.0	27100	28906	93.8
		1980-81	32010	68	76		0	12		32793	97.6	32309	27519	29169	94.3	29903	31884	93.8
		1981-82	36850	24	76		0	12		36552	100.8	-----	32182	32677	98.5	35119	35689	98.4
		1982-83	40170	45	76		0	12		40383	99.5	-----	35471	36233	97.9	38536	39618	97.3
		1983-84	42179	46	76		UNAV	12		42447	99.4	-----	36857	38227	96.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		188.7							188.1			205.8	207.9				
	WATERLOO CTY S																	
		1975-76	23002	19	76		1198	12		22564	101.9	23400	19012	18391	103.4	21507	19689	109.2
		1976-77	24851	29	76		661	10		24716	100.5	-----	21491	20629	104.2	24273	22783	106.5
		1977-78	26914	19	76		1109	10		26419	101.9	-----	23345	22487	103.8	27138	24776	109.5
		1978-79	28448	27	76		1173	10		28152	101.1	-----	24914	24357	102.3	28537	26675	107.0
		1979-80	30838	7	76		0	10		30118	102.4	-----	27292	26394	103.4	30250	28906	104.6
		1980-81	32860	35	76		476	10		32793	100.2	-----	29224	29169	100.2	32283	31884	101.2
		1981-82	36639	41	76		571	10		36552	100.2	-----	32624	32677	99.8	36143	35689	101.3
		1982-83	41008	15	76		0	10		40383	101.5	-----	36511	36233	100.8	39919	39618	100.8
		1983-84	43058	15	76		UNAV	10		42447	101.4	-----	38211	38227	100.0	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		167.2							188.1			201.0	207.9				
	WELLINGTON S																	
		1975-76	21891	68	76		0	13		22564	97.0	22535	17428	18391	94.8	18804	19689	95.5
		1976-77	24400	51	76		0	11		24716	98.7	-----	20013	20629	97.0	22432	22783	98.5
		1977-78	26300	43	76		0	11		26419	99.5	-----	21826	22487	97.1	24083	24776	97.2
		1978-79	27950	49	76		0	11		28152	99.3	28200	23670	24357	97.2	26017	26675	97.5
		1979-80	30200	33	76		0	11		30118	100.3	-----	25998	26394	98.5	28655	28906	99.1
		1980-81	32600	47	76		0	11		32793	99.4	-----	28400	29169	97.4	30974	31884	97.1
		1981-82	36300	51	76		0	11		36552	99.3	-----	32139	32677	98.4	35411	35689	99.2
		1982-83	40003	58	76		0	11		40383	99.1	-----	35622	36233	98.3	39111	39618	98.7
		1983-84	42003	59	76		UNAV	11		42447	99.0	-----	37384	38227	97.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		191.9							188.1			214.5	207.9				
	WENTWORTH CTY																	
		1975-76	21406	73	76		0	14		22564	94.9	22450	16660	18391	90.6	17831	19689	90.6
		1976-77	24850	30	76		0	11		24716	100.5	-----	20179	20629	97.8	22376	22783	98.2
		1977-78	26763	27	76		0	11		26419	101.3	-----	21909	22487	97.4	24196	24776	97.7
		1978-79	28369	32	76		0	11		28152	100.8	-----	23508	24357	96.8	25986	26675	97.4
		1979-80	30360	23	76		0	11		30118	100.8	30600	25647	26394	97.2	28209	28906	97.6
		1980-81	33200	16	76		0	11		32793	101.5	-----	28902	29169	98.7	31539	31884	98.9
		1981-82	37347	7	76		0	11		36552	102.2	-----	33003	32677	101.0	36010	35689	100.9

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CAS	AVG. AMT. OF COLA	YEARS	TOM AX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	WENTWORTH CTY	1982-83	40708	23	76	0		11		40383	100.8	-----	35964	36233	99.3	40003	39618	101.0
		1983-84	42743	23	76	UNAV		11		42447	100.7	-----	38368	38227	100.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		109.7							188.1			230.3	207.9				
	W.PARRY SOUND																	
		1975-76	23000	20	76	280		11		22564	101.9	-----	19609	18391	106.6	20896	19689	106.1
		1976-77	25100	19	76	0		11		24716	101.6	-----	21092	20629	102.2	22749	22783	99.8
		1977-78	26606	33	76	0		11		26419	100.7	-----	22517	22487	100.1	24217	24776	97.7
		1978-79	28165	39	76	0		11		28152	100.0	-----	24279	24357	99.7	26321	26675	98.7
		1979-80	30140	35	76	0		11		30118	100.1	-----	26333	26394	99.8	28370	28906	98.1
		1980-81	32488	55	76	0		11		32793	99.1	-----	29233	29169	100.2	31577	31884	99.0
		1981-82	36387	47	76	0		11		36552	99.5	-----	33306	32677	101.9	35759	35689	100.2
		1982-83	40390	37	76	0		11		40383	100.0	-----	36391	36233	100.4	39514	39618	99.7
		1983-84	42410	38	76	UNAV		11		42447	99.9	-----	38956	38227	101.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		184.4							188.1			198.7	207.9				
	WINDSOR S																	
		1975-76	22543	39	76	0		10		22564	99.9	23871	19093	18391	103.8	20232	19689	102.8
		1976-77	24235	59	76	0		9		24716	98.1	24478	21061	20629	102.1	23198	22783	101.8
		1977-78	25457	73	76	0		9		26419	96.4	-----	22543	22487	100.3	24800	24776	100.1
		1978-79	28692	8	76	0		9		28152	101.9	-----	25414	24357	104.3	27647	26675	103.6
		1979-80	29553	62	76	1487		9		30118	98.1	-----	26588	26394	100.7	30609	28906	105.9
		1980-81	30440	75	76	3010		9		32793	92.8	-----	28043	29169	96.1	33732	31884	105.8
		1981-82	36191	56	76	645		9		36552	99.0	-----	33885	32677	103.7	37686	35689	105.6
		1982-83	38001	75	76	2234		9		40383	94.1	-----	35997	36233	99.3	42021	39618	106.1
		1983-84	39901	75	76	UNAV		9		42447	94.0	-----	38094	38227	99.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		177.0							188.1			199.5	207.9				
	YORK BOROUGH S																	
		1975-76	22619	29	76	0		12		22564	100.2	-----	18502	18391	100.6	19464	19689	98.9
		1976-77	24820	32	76	433		11		24716	100.4	-----	20626	20629	100.0	22873	22783	100.4
		1977-78	26997	10	76	0		10		26419	102.2	-----	22774	22487	101.3	24545	24776	99.1
		1978-79	28617	13	76	0		10		28152	101.7	-----	24836	24357	102.0	26791	26675	100.4
		1979-80	30334	25	76	137		10		30118	100.7	-----	26822	26394	101.6	29028	28906	100.4
		1980-81	33378	11	76	0		10		32793	101.8	33443	29954	29169	102.7	32342	31884	101.4
		1981-82	36720	30	76	39		10		36552	100.5	-----	33124	32677	101.4	35891	35689	100.6
		1982-83	40025	50	76	0		10		40383	99.1	-----	36484	36233	100.7	39479	39618	99.6
		1983-84	42026	51	76	UNAV		10		42447	99.0	-----	38359	38227	100.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		185.8							188.1			207.3	207.9				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SES	AVG. AMT. OF COLA	YEARS	TOM AX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
SECONDARY	YORK REG S																
		1975-76	23234	9	76	0	12		22564	103.0	23790	18908	18391	102.8	20148	19689	102.3
		1976-77	25300	12	76	0	11		24716	102.4	-----	20724	20629	100.5	22609	22783	99.2
		1977-78	26818	25	76	0	11		26419	101.5	-----	22346	22487	99.4	24388	24776	98.4
		1978-79	28427	29	76	0	11		28152	101.0	-----	24016	24357	98.6	26099	26675	97.8
		1979-80	30133	36	76	0	11		30118	100.0	-----	25946	26394	98.3	28228	28906	97.7
		1980-81	32904	33	76	0	11		32793	100.3	-----	28520	29169	97.8	30991	31884	97.2
		1981-82	37017	14	76	0	11		36552	101.3	37346	32364	32677	99.0	35251	35689	98.8
		1982-83	41081	13	76	0	11		40383	101.7	41267	36045	36233	99.5	39424	39618	99.5
		1983-84	43330	11	76	UNAV	11		42447	102.1	-----	37964	38227	99.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		186.5						188.1			200.8	207.9				
			******														

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
R.C.S.S.	BRANT R															
		1975-76	22000	15	42	0	13	21622	101.7	-----	12959	13897	93.3	13285	14580	91.1
		1976-77	23900	21	47	0	13	23606	101.2	-----	15089	15898	94.9	15949	17339	92.0
		1977-78	25215	27	48	0	13	25263	99.8	-----	15797	17492	90.3	16902	19024	88.8
		1978-79	26805	30	48	0	13	27024	99.2	27275	17450	19169	91.0	18694	20891	89.5
		1979-80	29465	20	48	0	13	29130	101.1	-----	19806	21262	93.2	21949	23079	95.1
		1980-81	32180	17	48	0	13	31654	101.7	-----	22362	23639	94.6	24311	25767	94.3
		1981-82	35165	30	48	0	13	35410	99.3	-----	25432	26996	94.2	27901	29404	94.9
		1982-83	39515	22	48	0	13	39387	100.3	-----	29243	30591	95.6	31373	33310	94.2
		1983-84	41490	22	48	UNAV	13	41455	100.1	-----	31564	32577	96.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		188.6					191.7			243.6	234.4				
	BRUCE R															
		1975-76	19740	39	42	0	14	21622	91.3	21550	11940	13897	85.9	12548	14580	86.1
		1976-77	22768	38	47	0	13	23606	96.4	22935	14503	15898	91.2	15949	17339	92.0
		1977-78	24071	42	48	0	12	25263	95.3	-----	15685	17492	89.7	17159	19024	90.2
		1978-79	25676	42	48	0	12	27024	95.0	-----	16796	19169	87.6	18317	20891	87.7
		1979-80	28175	40	48	0	12	29130	96.7	-----	18926	21262	89.0	20586	23079	89.2
		1980-81	30981	40	48	0	12	31654	97.9	-----	21534	23639	91.1	23610	25767	91.6
		1981-82	34417	38	48	0	12	35410	97.2	-----	24783	26996	91.8	27070	29404	92.1
		1982-83	38065	40	48	0	12	39387	96.6	-----	28007	30591	91.6	30689	33310	92.1
		1983-84	39963	40	48	UNAV	12	41455	96.4	-----	29605	32577	90.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		202.4					191.7			248.0	234.4				
	CARLETON R															
		1975-76	23360	2	42	0	14	21622	108.0	24440	13416	13897	96.5	14284	14580	98.0
		1976-77	25002	4	47	0	14	23606	105.9	25376	15145	15898	95.3	16969	17339	97.9
		1977-78	26853	3	48	0	14	25263	106.3	-----	16740	17492	95.7	18347	19024	96.4
		1978-79	28531	1	48	0	14	27024	105.6	-----	18302	19169	95.5	20071	20891	96.1
		1979-80	30814	1	48	0	14	29130	105.8	31384	20242	21262	95.2	22291	23079	96.6
		1980-81	33895	0	48	0	14	31654	107.1	-----	23143	23639	97.9	25266	25767	98.1
		1981-82	37962	0	48	0	14	35410	107.2	-----	26508	26996	98.5	29229	29404	99.4
		1982-83	42328	0	48	0	14	39387	107.5	-----	30289	30591	99.0	33382	33310	100.2
		1983-84	44444	0	48	UNAV	14	41455	107.2	-----	32131	32577	98.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		190.3					191.7			239.5	234.4				
	C.IROQ.FALLS R															
		1975-76	26400	0	42	0	10	21622	122.1	-----	13115	13897	94.4	13312	14580	91.3
		1976-77	26400	0	47	0	10	23606	111.8	-----	14575	15898	91.7	15472	17339	89.2
		1977-78	27160	2	48	0	10	25263	107.5	-----	15639	17492	89.4	16747	19024	88.0
		1978-79	28000	6	48	0	10	27024	103.6	-----	17677	19169	92.2	18905	20891	90.9
		1979-80	29945	10	48	0	10	29130	102.8	-----	20158	21262	94.8	21588	23079	93.5

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY		AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
R.C.S.S.	C.IROQ.FALLS R	1980-81	31090	38	48	649	10	31654	98.2	-----	21236	23639	89.8	23487	25767	91.2
		1981-82	35500	23	48	0	10	35410	100.3	-----	24188	26996	89.6	26053	29404	88.6
		1982-83	37985	41	48	0	10	39387	96.4	-----	26576	30591	86.9	28667	33310	86.1
		1983-84	39884	41	48	UNAV	10	41455	96.2	-----	28222	32577	86.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		151.1					191.7			215.2	234.4				
	DRYDEN R	1975-76	NO CATEGORY A4								14675	13897	105.6	15209	14580	104.3
		1976-77	24825	6	47	0	11	23606	105.2	-----	16607	15898	104.5	17795	17339	102.6
		1977-78	26650	4	48	0	11	25263	105.5	-----	18736	17492	107.1	20412	19024	107.3
		1978-79	28409	2	48	0	11	27024	105.1	28516	20789	19169	108.5	22700	20891	108.7
		1979-80	30340	5	48	0	10	29130	104.2	-----	22016	21262	103.5	24123	23079	104.5
		1980-81	32370	10	48	600	10	31654	102.3	-----	23976	23639	101.4	26652	25767	103.4
		1981-82	37200	1	48	0	10	35410	105.1	37530	27876	26996	103.3	30609	29404	104.4
		1982-83	41570	1	48	0	10	39387	105.5	42135	32812	30591	107.3	35505	33310	106.8
		1983-84	44245	1	48	UNAV	10	41455	106.7	-----	34571	32577	106.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		178.2					175.6			208.2	204.9				
	DUFFERIN R															
		1975-76	21034	30	42	0	14	21622	97.3	22190	12671	13897	91.2	13520	14580	92.7
		1976-77	24410	13	47	0	12	23606	103.4	-----	15896	15898	100.0	17428	17339	100.5
		1977-78	26160	9	48	0	12	25263	103.6	-----	17262	17492	98.7	18781	19024	98.7
		1978-79	27280	21	48	0	12	27024	100.9	-----	18912	19169	98.7	20548	20891	98.4
		1979-80	29680	16	48	0	12	29130	101.9	-----	20685	21262	97.3	22499	23079	97.5
		1980-81	32200	15	48	0	12	31654	101.7	-----	22602	23639	95.6	24848	25767	96.4
		1981-82	36000	15	48	0	12	35410	101.7	-----	25771	26996	95.5	28190	29404	95.9
		1982-83	40190	14	48	0	12	39387	102.0	-----	29347	30591	95.9	32087	33310	96.3
		1983-84	42200	15	48	UNAV	12	41455	101.8	-----	31356	32577	96.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		208.6					191.7			247.5	234.4				
	DURHAM R															
		1975-76	21225	27	42	0	13	21622	98.2	22575	13305	13897	95.7	14108	14580	96.8
		1976-77	24832	5	47	0	13	23606	105.2	-----	15866	15898	99.8	17630	17339	101.7
		1977-78	26570	5	48	0	13	25263	105.2	-----	17481	17492	99.9	19487	19024	102.4
		1978-79	28297	4	48	0	13	27024	104.7	-----	19154	19169	99.9	21261	20891	101.8
		1979-80	30212	6	48	0	13	29130	103.7	-----	20684	21262	97.3	22927	23079	99.3
		1980-81	32223	14	48	0	13	31654	101.8	-----	22607	23639	95.6	24954	25767	96.8
		1981-82	36387	8	48	0	13	35410	102.8	36523	25423	26996	94.2	28066	29404	95.4
		1982-83	39310	20	48	0	13	39387	101.1	-----	28791	30591	94.1	31826	33310	95.5
		1983-84	41801	20	48	UNAV	13	41455	100.8	-----	30586	32577	93.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		196.9					191.7			229.9	234.4				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SES	CAS AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
R.C.S.S.	ELGIN R																
		1975-76	20250	37	42	0	14	21622	93.7	-----		12611	13897	90.7	12958	14580	88.9
		1976-77	22650	39	47	0	14	23606	95.9	-----		14647	15898	92.1	15677	17339	90.4
		1977-78	24502	38	48	0	14	25263	97.0	-----		16248	17492	92.8	17453	19024	91.7
		1978-79	27000	26	48	0	14	27024	99.9	-----		18152	19169	94.7	19265	20891	92.2
		1979-80	27765	42	48	0	14	29130	95.3	28275		19605	21262	92.2	20920	23079	90.6
		1980-81	30225	43	48	0	14	31654	95.5	-----		22263	23639	94.2	23746	25767	92.2
		1981-82	34003	42	48	0	12	35410	96.0	-----		25468	26996	94.3	27481	29404	93.5
		1982-83	37743	43	48	0	12	39387	95.8	-----		29070	30591	95.0	31468	33310	94.5
		1983-84	39630	43	48	UNAV	12	41455	95.6	-----		30951	32577	95.0	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		195.7						191.7			245.4	234.4				
	ESSEX CTY R																
		1975-76	21576	23	42	0	14	21622	99.8	23360		13651	13897	98.2	14615	14580	100.2
		1976-77	23929	28	47	219	12	23606	101.4	-----		15988	15898	100.6	17843	17339	102.9
		1977-78	25045	17	48	0	12	25263	102.3	-----		18061	17492	103.2	19741	19024	103.8
		1978-79	27602	11	48	0	12	27024	102.1	-----		19816	19169	103.4	21699	20891	103.9
		1979-80	29672	17	48	0	12	29130	101.9	-----		22308	21262	104.9	24328	23079	105.4
		1980-81	32238	13	48	0	12	31654	101.8	32366		25071	23639	106.1	27402	25767	106.3
		1981-82	35279	26	48	0	12	35410	99.6	-----		27972	26996	103.6	30609	29404	104.1
		1982-83	38454	36	48	0	12	39387	97.6	-----		31357	30591	102.5	34322	33310	103.0
		1983-84	40377	37	48	UNAV	12	41455	97.4	-----		33407	32577	102.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		187.1						191.7			244.7	234.4				
	FT.FRA-RAINY R																
		1975-76	22318	8	42	0	14	21622	103.2	-----		15849	13897	114.0	16022	14580	109.9
		1976-77	23180	31	47	0	14	23606	98.2	-----		16175	15898	101.7	17409	17339	100.4
		1977-78	24580	35	48	0	13	25263	97.3	-----		17798	17492	101.8	19119	19024	100.5
		1978-79	27530	12	48	0	13	27024	101.9	-----		20478	19169	106.8	21890	20891	104.8
		1979-80	29732	12	48	0	13	29130	102.1	-----		22777	21262	107.1	24535	23079	106.3
		1980-81	32765	1	48	C	12	31654	103.5	-----		25099	23639	106.2	27042	25767	104.9
		1981-82	35976	17	48	0	12	35410	101.6	-----		27640	26996	102.4	29911	29404	101.7
		1982-83	39933	18	48	0	12	39387	101.4	-----		30860	30591	100.9	33723	33310	101.2
		1983-84	41930	19	48	UNAV	12	41455	101.1	-----		32541	32577	99.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		187.9						191.7			205.3	234.4				
	FRONTENAC C R	1975-76	NO CATEGORY A4									12737	13897	91.7	13833	14580	89.4
		1976-77	23300	27	47	0	12	23606	98.7	-----		16392	15898	103.1	17589	17339	101.4
		1977-78	24931	31	48	0	12	25263	98.7	-----		17934	17492	102.5	19231	19024	101.1
		1978-79	26427	35	48	0	12	27024	97.8	26552		19273	19169	100.5	20642	20891	98.8

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SES	AVG. AMT. OF COLA	YEARS MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
R.C.S.S.	FRONTENAC C R	1979-80	29128	25	48	0	12	29130	100.0	29340	21912	21262	103.1	23282	23079	100.9
		1980-81	31687	25	48	0	12	31654	100.1	-----	24211	23639	102.4	25812	25767	100.2
		1981-82	35046	33	48	0	12	35410	99.0	-----	27293	26996	101.1	29022	29404	98.7
		1982-83	38761	33	48	0	12	39387	98.4	-----	30624	30591	100.1	32735	33310	98.3
		1983-84	40699	35	48	UNAV	12	41455	98.2	-----	32230	32577	98.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		174.7					175.6			196.6	204.9				
	GERALDTON R															
		1975-76	18900	41	42	0	10	21622	87.4	-----	12801	13897	92.1	13040	14580	89.4
		1976-77	20150	46	47	0	10	23606	85.4	-----	14573	15898	91.7	15848	17339	91.4
		1977-78	21848	47	48	0	10	25263	86.5	-----	15787	17492	90.3	17385	19024	91.4
		1978-79	24648	47	48	0	11	27024	91.2	-----	17344	19169	90.5	19112	20891	91.5
		1979-80	26232	47	48	0	11	29130	90.1	-----	19199	21262	90.3	21184	23079	91.8
		1980-81	31140	36	48	0	11	31654	98.4	-----	22103	23639	93.5	24182	25767	93.8
		1981-82	36420	7	48	0	13	35410	102.9	-----	24842	26996	92.0	27277	29404	92.8
		1982-83	40620	4	48	0	13	39387	103.1	-----	28748	30591	94.0	31538	33310	94.7
		1983-84	42651	5	48	UNAV	13	41455	102.9	-----	30736	32577	94.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		225.7					191.7			240.1	234.4				
	HALDIMAND R															
		1975-76	22100	11	42	0	12	21622	102.2	-----	12158	13897	87.5	13223	14580	90.7
		1976-77	22792	37	47	0	12	23606	96.6	-----	14143	15898	89.0	15945	17339	92.0
		1977-78	24952	30	48	0	12	25263	98.8	-----	16047	17492	91.7	18183	19024	95.6
		1978-79	26425	36	48	0	11	27024	97.8	-----	17704	19169	92.4	19881	20891	95.2
		1979-80	28270	38	48	0	11	29130	97.0	-----	19604	21262	92.2	21871	23079	94.8
		1980-81	31097	37	48	0	11	31654	98.2	-----	21992	23639	93.0	24758	25767	96.1
		1981-82	35093	31	48	0	11	35410	99.1	-----	25604	26996	94.8	28677	29404	97.5
		1982-83	38251	39	48	0	11	39387	97.1	-----	28569	30591	93.4	32059	33310	96.2
		1983-84	40164	39	48	UNAV	11	41455	96.9	-----	30523	32577	93.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		181.7					191.7			251.1	234.4				
	HALTON R															
		1975-76	22839	4	42	0	12	21622	105.6	-----	13558	13897	97.6	14461	14580	99.2
		1976-77	24437	11	47	0	12	23606	103.5	-----	15217	15898	95.7	16956	17339	97.8
		1977-78	26024	13	48	0	12	25263	103.0	-----	17174	17492	98.2	18839	19024	99.0
		1978-79	27404	19	48	0	12	27024	101.4	-----	18510	19169	96.6	20286	20891	97.1
		1979-80	28847	32	48	0	12	29130	99.0	-----	20027	21262	94.2	21970	23079	95.2
		1980-81	32020	19	48	0	12	31654	101.2	-----	22405	23639	94.8	24595	25767	95.5
		1981-82	36189	13	48	0	12	35410	102.2	-----	25745	26996	95.4	28146	29404	95.7
		1982-83	39446	23	48	0	12	39387	100.1	-----	29260	30591	95.6	31868	33310	95.7
		1983-84	41421	24	48	UNAV	12	41455	99.9	-----	30963	32577	95.0	UNAVAIL	UNAVAIL	UNAVAIL

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			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF S	CASE	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
R.C.S.S.	% <1ST YR=100>		181.4							191.7			228.4	234.4				
	HAMILTON R																	
		1975-76	21846	17	42		0	13	21622	101.0	22677		13479	13897	97.0	14396	14580	98.7
		1976-77	25035	3	47		0	11	23606	106.1	-----		16031	15898	100.8	17773	17339	102.5
		1977-78	26162	8	48		0	11	25263	103.6	-----		17582	17492	100.5	19669	19024	103.4
		1978-79	27918	9	48		0	11	27024	103.3	-----		19407	19169	101.2	21597	20891	103.4
		1979-80	30151	7	48		0	11	29130	103.5	-----		21409	21262	100.7	23501	23079	101.8
		1980-81	32606	6	48		0	11	31654	103.0	32736		23533	23639	99.6	25862	25767	100.4
		1981-82	36966	3	48		0	11	35410	104.4	37222		27414	26996	101.5	30290	29404	103.0
		1982-83	40572	6	48		0	11	39387	103.0	-----		30956	30591	101.2	34059	33310	102.2
		1983-84	42601	7	48		UNAV	11	41455	102.8	-----		33015	32577	101.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		195.8							191.7			244.9	234.4				
	HASTINGS R																	
		1975-76	21353	26	42		0	14	21622	98.8	-----		13778	13897	99.1	14190	14580	97.3
		1976-77	23061	33	47		0	14	23606	97.7	-----		15210	15898	95.7	16200	17339	93.4
		1977-78	24578	36	48		0	14	25263	97.3	-----		16441	17492	94.0	17528	19024	92.1
		1978-79	26421	37	48		0	14	27024	97.8	-----		17801	19169	92.9	18883	20891	90.4
		1979-80	28641	34	48		0	14	29130	98.3	28800		19471	21262	91.6	20569	23079	89.1
		1980-81	31300	35	48		0	14	31654	98.9	-----		21776	23639	92.1	23130	25767	89.8
		1981-82	35200	29	48		0	14	35410	99.4	-----		24909	26996	92.3	26554	29404	90.3
		1982-83	39600	21	48		0	14	39387	100.5	-----		28371	30591	92.7	30401	33310	91.3
		1983-84	41500	21	48		UNAV	14	41455	100.3	-----		30303	32577	93.0	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		194.7							191.7			219.9	234.4				
	HEARST R	1975-76	NO CATEGORY A4										12121	13897	87.3	12474	14580	85.6
		1976-77	NO CATEGORY A4										14481	15905	91.0	15676	17344	90.4
		1977-78	25557	20	48		0	11	25263	101.2	-----		16545	17492	94.6	17841	19024	93.8
		1978-79	27480	13	48		0	11	27024	101.7	27907		18217	19169	95.0	19379	20891	92.8
		1979-80	29949	9	48		0	11	29130	102.8	30005		20531	21262	96.6	21866	23079	94.7
		1980-81	31928	22	48		0	11	31654	100.9	-----		22990	23639	97.3	24256	25767	94.1
		1981-82	33678	44	48		0	11	35410	95.1	-----		25509	26996	94.5	27414	29404	93.2
		1982-83	37245	46	48		0	11	39387	94.6	37714		28665	30591	93.7	31098	33310	93.4
		1983-84	39598	44	48		UNAV	11	41455	95.5	-----		30651	32577	94.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		154.9							164.1			185.3	186.2				
	HURON-PERTH																	
		1975-76	20550	33	42		0	13	21622	95.0	-----		13585	13897	97.3	14014	14580	96.1
		1976-77	22165	42	47		0	13	23606	93.9	-----		15244	15898	95.9	16372	17339	94.4
		1977-78	23275	44	48		0	12	25263	92.1	-----		16417	17492	93.9	17743	19024	93.9
		[illegible]	[illegible]	[illegible]	[illegible]		[illegible]	[illegible]	[illegible]	[illegible]	[illegible]		[illegible]	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM									AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
R.C.S.S.	HURON-PERTH R	1979-80	28945	28	48	0	12	29130	99.4	-----		20375	21262	95.8	22167	23079	96.0
		1980-81	31465	29	48	0	12	31654	99.4	-----		23207	23639	98.2	25241	25767	98.0
		1981-82	34741	36	48	0	12	35410	98.1	35875		25830	26996	95.7	28106	29404	95.6
		1982-83	39662	19	48	0	12	39387	101.2	40130		29875	30591	97.7	32499	33310	97.6
		1983-84	42135	16	48	UNAV	12	41455	101.6	-----		31774	32577	97.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		205.0					191.7				234.9	234.4				
	KAPUSKASING R																
		1975-76	23376	1	42	0	12	21622	108.1	24000		14263	13897	102.6	14653	14580	100.5
		1976-77	25411	2	47	0	10	23606	107.6	26352		16462	15098	103.5	17757	17339	102.4
		1977-78	27251	0	48	0	10	25263	107.9	27851		18618	17492	106.4	20086	19024	105.6
		1978-79	28900	0	48	0	10	27024	106.9	-----		20170	19169	105.2	21711	20891	103.9
		1979-80	31467	0	48	0	10	29130	108.0	-----		23067	21262	108.5	24747	23079	107.2
		1980-81	32428	8	48	0	10	31654	102.4	-----		25077	23639	106.1	26835	25767	104.1
		1981-82	35995	16	48	0	10	35410	101.7	-----		26382	26996	105.1	30419	29404	103.5
		1982-83	39235	28	48	0	10	39387	99.6	-----		30734	30591	100.5	33526	33310	100.6
		1983-84	41197	31	48	UNAV	10	41455	99.4	-----		32029	32577	98.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		176.2					191.7				224.6	234.4				
	KENORA R																
		1975-76	22390	7	42	0	13	21622	103.6	22450		14290	13897	102.8	15115	14580	103.7
		1976-77	24250	15	47	0	13	23606	102.7	-----		16106	15098	101.3	17501	17339	100.9
		1977-78	26000	14	48	0	13	25263	102.9	-----		17825	17492	101.9	19375	19024	101.8
		1978-79	27720	10	48	0	13	27024	102.6	27800		19969	19169	104.3	21698	20891	103.9
		1979-80	28000	41	48	989	13	29130	96.1	-----		21026	21262	98.9	23753	23079	102.9
		1980-81	30576	42	48	1436	13	31654	96.6	-----		23361	23639	98.8	26695	25767	103.6
		1981-82	34092	40	48	1540	13	35410	96.3	-----		26137	26996	96.8	29870	29404	101.6
		1982-83	37944	42	48	1276	13	39387	96.3	-----		29684	30591	97.0	33447	33310	100.4
		1983-84	39841	42	48	UNAV	13	41455	96.1	-----		31006	32577	95.2	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		177.9					191.7				217.0	234.4				
	KENT CTY R																
		1975-76	21200	28	42	0	13	21622	98.0	-----		13662	13897	98.3	14556	14580	99.8
		1976-77	22900	35	47	0	13	23606	97.0	-----		15223	15098	95.8	16969	17339	97.9
		1977-78	24270	40	48	0	13	25263	96.1	-----		16627	17492	95.1	18427	19024	96.9
		1978-79	25600	43	48	0	13	27024	94.7	-----		17797	19169	92.8	19676	20891	94.2
		1979-80	28370	31	48	0	12	29130	99.1	-----		20633	21262	97.0	22347	23079	96.8
		1980-81	31310	34	48	0	12	31654	98.9	-----		23357	23639	98.8	25431	25767	98.7
		1981-82	34660	35	48	0	12	35410	98.4	-----		26304	26996	97.7	28503	29404	96.9
		1982-83	38350	37	48	0	12	39387	97.4	-----		29330	30591	97.5	32476	33310	97.5
		1983-84	40270	38	48	UNAV	12	41455	97.1	-----		31972	32577	98.1	UNAVAIL	UNAVAIL	UNAVAIL

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY		AVG. TOTAL COMPENSATION			
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	OF	CAS E	AVG. AMT. OF COLA	YEARS	TOM AX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
R.C.S.S.	% <1ST YR=100>		190.8							191.7			234.0	234.4				
	KIRKLAND LAKE																	
		1975-76	22490	5	42		0	12		21622	104.0	22750	13498	13897	97.1	14081	14580	96.6
		1976-77	24000	18	47		0	12		23606	101.7	-----	15247	15898	95.9	16456	17339	94.9
		1977-78	25450	23	48		0	12		25263	100.7	-----	17013	17492	97.3	18314	19024	96.3
		1978-79	26830	29	48		0	12		27024	99.3	27050	18207	19169	95.0	19902	20891	95.3
		1979-80	28910	29	48		0	12		29130	99.2	29250	19498	21262	91.7	21169	23079	91.7
		1980-81	31400	32	48		0	12		31654	99.2	-----	22670	23639	95.9	24643	25767	95.6
		1981-82	35254	27	48		0	12		35410	99.6	35751	26346	26996	97.6	29015	29404	98.7
		1982-83	39326	25	48		0	12		39387	99.8	-----	29975	30591	98.0	32790	33310	98.4
		1983-84	41292	27	48		UNAV	12		41455	99.6	-----	32097	32577	98.5	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		183.6							191.7			237.8	234.4				
	LAKEHEAD R																	
		1975-76	21950	16	42		0	11		21622	101.5	-----	14049	13897	101.1	14835	14580	101.7
		1976-77	23400	24	47		0	11		23606	99.1	-----	15684	15898	98.7	17218	17339	99.3
		1977-78	24975	29	48		0	11		25263	98.9	-----	17451	17492	99.8	19072	19024	100.3
		1978-79	27470	14	48		0	11		27024	101.7	-----	20039	19169	104.5	22186	20891	106.2
		1979-80	30549	2	48		0	11		29130	104.9	30992	22515	21262	105.9	24468	23079	106.0
		1980-81	33161	1	48		0	11		31654	104.8	-----	25521	23639	108.0	27625	25767	107.2
		1981-82	37159	2	48		0	11		35410	104.9	-----	29325	26996	108.6	31799	29404	108.1
		1982-83	41024	1	48		0	11		39387	104.2	-----	33586	30591	109.8	36283	33310	108.9
		1983-84	43075	4	48		UNAV	11		41455	103.9	-----	35698	32577	109.6	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		196.2							191.7			254.1	234.4				
	LAMBTON R																	
		1975-76	20400	36	42		0	10		21622	94.3	-----	13622	13897	98.0	14152	14580	97.1
		1976-77	22500	40	47		0	10		23606	95.3	-----	15632	15898	98.3	16988	17339	98.0
		1977-78	24686	33	48		0	10		25263	97.7	-----	17034	17492	97.4	18403	19024	96.7
		1978-79	26414	38	48		0	10		27024	97.7	-----	18346	19169	95.7	19862	20891	95.1
		1979-80	28507	35	48		0	10		29130	97.9	-----	20266	21262	95.3	21818	23079	94.5
		1980-81	31073	39	48		0	10		31654	98.2	-----	22689	23639	96.0	24578	25767	95.4
		1981-82	35050	32	48		0	10		35410	99.0	-----	26110	26996	96.7	28389	29404	96.5
		1982-83	39162	29	48		0	10		39387	99.4	39453	29296	30591	95.8	31609	33310	94.9
		1983-84	41426	23	48		UNAV	11		41455	99.9	-----	31230	32577	95.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		203.1							191.7			229.3	234.4				
	LAN,LEEDS,GREN	1975-76	NO CATEGORY A4										12588	13897	90.6	13019	14580	89.3
		1976-77	20530	45	47		0	12		23606	87.0	-----	13904	15898	87.5	15053	17339	86.8
		1977-78	22201	46	48		0	12		25263	87.9	-----	15111	17492	86.4	16278	19024	85.6

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COMP	YEARS AT MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	AVERAGE ON-GRID SALARY: PROV. AVERAGE WEIGHTED ON-GRID SALARY	AVG. TOTAL COMPENSATION: BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	AVG. TOTAL COMPENSATION: PROV. AVERAGE TOTAL COMP.	AVG. TOTAL COMPENSATION: BOARD AS % OF PROV. AVERAGE
R.C.S.S.	LAM,LEEDS,GREN	1978-79	25449	44	48	0	12	27024	94.2	-----	16985	19169	88.6	18301	20891	87.6
		1979-80	27740	43	48	0	12	29130	95.2	-----	18720	21262	88.0	20106	23079	87.1
		1980-81	31348	33	48	0	12	31654	99.0	-----	21304	23639	90.1	22906	25767	88.9
		1981-82	34650	37	48	0	12	35410	97.9	-----	23785	26996	88.1	25622	29404	87.1
		1982-83	38807	32	48	0	12	39387	98.5	-----	27878	30591	91.1	29948	33310	89.9
		1983-84	40751	34	48	UNAV	12	41455	98.3	-----	29676	32577	91.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		198.5					175.6			213.4	204.9				
	LINCOLN R															
		1975-76	22086	14	42	0	13	21622	101.8	22180	14108	13897	101.5	14668	14580	100.6
		1976-77	24562	10	47	0	13	23606	104.0	24727	16634	15898	104.6	18037	17339	104.0
		1977-78	26050	12	48	0	13	25263	103.1	26272	18369	17492	105.0	19977	19024	105.0
		1978-79	27954	8	48	0	13	27024	103.4	28374	20251	19169	105.6	21857	20891	104.6
		1979-80	29751	13	48	0	13	29130	102.1	30102	22246	21262	104.6	24066	23079	104.3
		1980-81	31563	28	48	0	13	31654	99.7	31935	23934	23639	101.2	26084	25767	101.2
		1981-82	36342	10	48	0	13	35410	102.6	36725	28032	26996	103.8	30501	29404	103.7
		1982-83	40398	7	48	0	13	39387	102.6	-----	31863	30591	104.2	34745	33310	104.3
		1983-84	42418	8	48	UNAV	13	41455	102.3	-----	34109	32577	104.7	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		192.8					191.7			241.8	234.4				
	LONDON,MIDDLE															
		1975-76	21625	22	42	0	14	21622	100.0	22541	13984	13897	100.6	14557	14580	99.8
		1976-77	23295	28	47	0	12	23606	98.7	23798	15043	15898	94.6	16349	17339	94.3
		1977-78	25511	21	48	0	10	25263	101.0	-----	17685	17492	101.1	19160	19024	100.8
		1978-79	27041	24	48	0	10	27024	100.1	-----	19612	19169	102.3	21279	20891	101.9
		1979-80	28900	30	48	0	10	29130	99.2	29474	21703	21262	102.1	23407	23079	101.4
		1980-81	31979	21	48	0	10	31654	101.0	-----	24830	23639	105.0	26910	25767	104.4
		1981-82	34377	39	48	0	10	35410	97.1	-----	27193	26996	100.7	29451	29404	100.2
		1982-83	38880	31	48	0	10	39387	98.7	39155	31161	30591	101.9	33795	33310	101.5
		1983-84	41113	32	48	UNAV	10	41455	99.2	-----	33485	32577	102.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		190.1					191.7			239.4	234.4				
	METRO SEP R															
		1975-76	23000	3	42	0	12	21622	106.4	-----	14742	13897	106.1	15482	14580	106.2
		1976-77	24800	7	47	18	11	23606	105.1	-----	16509	15898	103.8	18025	17339	104.0
		1977-78	25000	18	48	0	11	25263	102.1	-----	18039	17492	103.1	19658	19024	103.3
		1978-79	28100	5	48	0	10	27024	104.0	-----	19767	19169	103.1	21635	20891	103.6
		1979-80	30404	4	48	0	10	29130	104.4	-----	21998	21262	103.5	23917	23079	103.6
		1980-81	32532	7	48	187	10	31654	102.8	-----	24131	23639	102.1	26561	25767	103.1
		1981-82	36696	4	48	0	10	35410	103.6	-----	27737	26996	102.7	30260	29404	102.9
		1982-83	40366	9	48	0	10	39387	102.5	-----	31177	30591	101.9	34160	33310	102.5
		1983-84	42394	10	48	UNAV	10	41455	102.2	-----	33307	32577	102.2	UNAVAIL	UNAVAIL	UNAVAIL

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			ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM									AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CAS E	AVG. AMT. OF COLA	YEARS	TOM AX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
R.C.S.S.	METRO SEP R																	
	% <1ST YR=100>		184.3							191.7			225.9	234.4				
	MICHIPICOTEN R																	
		1975-76	21750	21	42		0	11		21622	100.6	-----	13091	13897	94.2	13567	14580	93.0
		1976-77	23140	32	47		0	11		23606	98.0	-----	14226	15898	89.5	15614	17339	90.1
		1977-78	24528	37	48		0	11		25263	97.1	-----	15415	17492	88.1	16782	19024	88.2
		1978-79	26754	32	48		0	11		27024	99.0	-----	16902	19169	88.2	18328	20891	87.7
		1979-80	26821	46	48		0	11		29130	92.1	-----	18505	21262	87.0	20175	23079	87.4
		1980-81	28335	47	48		0	10		31654	89.5	-----	20272	23639	85.8	21918	25767	85.1
		1981-82	30490	47	48		0	10		35410	86.1	-----	23400	26996	86.7	25099	29404	85.4
		1982-83	36050	47	48		0	11		39387	91.5	-----	26346	30591	86.1	28618	33310	85.9
		1983-84	37823	47	48		UNAV	11		41455	91.2	-----	28704	32577	88.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		173.9							191.7			219.3	234.4				
	NIPISSING R																	
		1975-76	21799	18	42		0	12		21622	100.8	23305	13773	13897	99.1	14224	14580	97.6
		1976-77	25636	1	47		0	11		23606	103.6	-----	16197	15898	101.9	17480	17339	100.8
		1977-78	27218	1	48		0	11		25263	107.7	-----	17751	17492	101.5	19185	19024	100.8
		1978-79	28330	3	48		0	11		27024	104.8	-----	18922	19169	98.7	20369	20891	97.5
		1979-80	30549	3	48		0	11		29130	104.9	-----	21221	21262	99.8	22692	23079	98.3
		1980-81	32727	4	48		0	11		31654	103.4	32887	23187	23639	98.1	24750	25767	96.1
		1981-82	36371	9	48		0	11		35410	102.7	36936	26640	26996	98.7	28775	29404	97.9
		1982-83	40260	12	48		0	11		39387	102.2	-----	31359	30591	102.5	33763	33310	101.4
		1983-84	42246	13	48		UNAV	11		41455	101.9	-----	33692	32577	103.4	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		193.8							191.7			244.6	234.4				
	NORTH SHORE R																	
		1975-76	20215	38	42		0	12		21622	93.5	-----	13600	13897	97.9	14128	14580	96.9
		1976-77	21755	43	47		0	12		23606	92.2	-----	15321	15898	96.4	16660	17339	96.1
		1977-78	23005	45	48		0	12		25263	91.1	-----	16670	17492	95.3	18196	19024	95.6
		1978-79	26750	34	48		0	12		27024	99.0	-----	17909	19169	93.4	19602	20891	93.8
		1979-80	29624	18	48		0	12		29130	101.7	29973	20299	21262	95.5	22134	23079	95.9
		1980-81	32100	18	48		0	12		31654	101.4	-----	22669	23639	95.9	24624	25767	95.6
		1981-82	36210	12	48		0	12		35410	102.3	36290	25961	26996	96.2	28041	29404	95.4
		1982-83	41100	2	48		0	12		39387	104.3	-----	29305	30591	95.8	31917	33310	95.8
		1983-84	43155	2	48		UNAV	12		41455	104.1	-----	31682	32577	97.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		213.5							191.7			232.9	234.4				
	NORTH OF SUP.R																	
		1975-76	19550	40	42		0	10		21622	90.4	-----	12198	13897	87.8	12330	14580	84.6

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND PROVINCIAL AVERAGES

AGREEMENT TYPE	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	PROV AVG.	BOARD AS % OF PROV. AVERAGE	END RATE IF SPLIT GRID	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
R.C.S.S.	NORTH OF SUP.R	1976-77	23000	34	47	0	12	23606	97.4	-----	14934	15898	93.9	16123	17339	93.0
		1977-78	25320	26	48	0	12	25263	100.2	-----	16186	17492	92.5	17485	19024	91.9
		1978-79	26400	39	48	0	12	27024	97.7	-----	17296	19169	90.2	18746	20891	89.7
		1979-80	29150	24	48	0	12	29130	100.1	-----	19517	21262	91.8	21091	23079	91.4
		1980-81	32200	15	48	0	12	31654	101.7	-----	22449	23639	95.0	24235	25767	94.1
		1981-82	35250	28	48	0	12	35410	99.5	-----	24859	26996	92.1	26803	29404	91.2
		1982-83	39250	27	48	0	12	39387	99.7	-----	27654	30591	90.4	29998	33310	90.1
		1983-84	41213	29	48	UNAV	12	41455	99.4	-----	29748	32577	91.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		210.8					191.7			243.9	234.4				
	OTTAWA R															
		1975-76	22096	13	42	530	15	21622	102.2	22440	13685	13897	98.5	14649	14580	100.5
		1976-77	24740	9	47	0	15	23606	104.8	-----	16557	15898	104.1	17594	17339	101.5
		1977-78	26385	7	48	0	15	25263	104.4	-----	18040	17492	103.1	19263	19024	101.3
		1978-79	28000	6	48	0	14	27024	103.6	-----	19989	19169	104.3	21291	20891	101.9
		1979-80	30016	8	48	0	14	29130	103.0	30240	22083	21262	103.9	23524	23079	101.9
		1980-81	32622	5	48	0	12	31654	103.1	33000	25010	23639	105.8	26663	25767	103.5
		1981-82	36300	11	48	0	12	35410	102.5	-----	28292	26996	104.8	30128	29404	102.5
		1982-83	40284	11	48	0	11	39387	102.3	-----	31889	30591	104.2	34078	33310	102.3
		1983-84	42298	12	48	UNAV	11	41455	102.0	-----	33218	32577	102.0	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		191.4					191.7			242.7	234.4				
	OXFORD R															
		1975-76	20600	32	42	0	13	21622	95.3	-----	12794	13897	92.1	13309	14580	91.3
		1976-77	22359	41	47	0	13	23606	94.7	22969	14678	15898	92.3	16021	17339	92.4
		1977-78	25369	24	48	0	13	25263	100.4	-----	16342	17492	93.4	17847	19024	93.8
		1978-79	27000	26	48	0	13	27024	99.9	-----	17632	19169	92.0	19275	20891	92.3
		1979-80	28400	37	48	0	12	29130	97.5	-----	19595	21262	92.2	21444	23079	92.9
		1980-81	30805	41	48	0	12	31654	97.3	-----	22015	23639	93.1	24109	25767	93.6
		1981-82	35000	34	48	0	12	35410	98.8	-----	25662	26996	95.1	28075	29404	95.5
		1982-83	38640	35	48	200	12	39387	98.1	-----	29388	30591	96.1	32222	33310	96.7
		1983-84	40572	36	48	UNAV	12	41455	97.9	-----	31521	32577	96.8	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		197.0					191.7			246.4	234.4				
	PETERBOROUGH R															
		1975-76	21775	19	42	0	12	21622	100.7	-----	13299	13897	95.7	13777	14580	94.5
		1976-77	24175	16	47	0	12	23606	102.4	-----	15500	15898	97.5	16581	17339	95.6
		1977-78	25908	15	48	0	12	25263	102.9	-----	17193	17492	98.3	18400	19024	96.7
		1978-79	26888	28	48	0	12	27024	99.5	-----	18573	19169	96.9	19994	20891	95.7
		1979-80	28232	39	48	0	12	29130	96.9	-----	20065	21262	94.4	21491	23079	93.1
		1980-81	29644	44	48	250	12	31654	93.6	-----	21640	23639	91.5	23861	25767	92.6
		1981-82	35800	22	48	0	12	35410	101.1	36000	25533	26996	94.6	27810	29404	94.6

AGREEMENT TYPE	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.AA GROUP MAX.	# OF SS	AVG. AMT. OF COLA	YEARS	PROV AVG.	BOARD AS % OF PROV. AVERAGE	RATE IF SPLIT GRID	BOARD AVERAGE WEIGHTED ON-GRID SALARY	PROV. AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF PROV. AVERAGE	BOARD AVERAGE TOTAL COMP.	PROV. AVERAGE TOTAL COMP.	BOARD AS % OF PROV. AVERAGE
R.C.S.S.	PETERBOROUGH R	1982-83	40320	10	48	0	12	39387	102.4	-----	29342	30591	95.9	32045	33310	96.2
		1983-84	42336	11	48	UNAV	12	41455	102.1	-----	31049	32577	95.3	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		194.4					191.7			233.5	234.4				
	PRES.RUSSELLR															
		1975-76	22434	6	42	0	10	21622	103.8	-----	13530	13897	97.4	13917	14580	95.4
		1976-77	23285	29	47	0	10	23606	98.6	-----	14831	15898	93.3	15933	17339	91.9
		1977-78	24145	41	48	0	10	25263	95.6	-----	16162	17492	92.4	17419	19024	91.6
		1978-79	26099	40	48	0	10	27024	96.6	26195	17949	19169	93.6	19225	20891	92.0
		1979-80	28420	36	48	0	10	29130	97.6	-----	19995	21262	94.0	21452	23079	92.9
		1980-81	31773	24	48	0	10	31654	100.4	32115	23420	23639	99.1	25129	25767	97.5
		1981-82	35825	20	48	0	10	35410	101.2	36000	27152	26996	100.6	28948	29404	98.4
		1982-83	38700	34	48	0	10	39387	98.3	39240	30241	30591	98.9	32657	33310	98.0
		1983-84	41200	30	48	UNAV	10	41455	99.4	-----	32529	32577	99.9	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		183.6					191.7			240.4	234.4				
	RENFREW R															
		1975-76	21461	24	42	0	14	21622	99.3	22880	13088	13897	94.2	13355	14580	91.6
		1976-77	24779	8	47	0	14	23606	105.0	-----	15753	15898	99.1	16793	17339	96.9
		1977-78	26452	6	48	0	14	25263	104.7	-----	17450	17492	99.8	18670	19024	98.1
		1978-79	26754	32	48	761	14	27024	99.0	-----	18379	19169	95.9	20547	20891	98.4
		1979-80	29804	12	48	0	12	29130	102.3	-----	21707	21262	102.1	23260	23079	100.8
		1980-81	32248	12	48	0	12	31654	101.9	32486	24453	23639	103.4	26189	25767	101.6
		1981-82	36124	14	48	0	12	35410	102.0	36384	27938	26996	103.5	30003	29404	102.0
		1982-83	40204	13	48	0	12	39387	102.1	-----	31590	30591	103.3	34037	33310	102.2
		1983-84	42214	14	48	UNAV	12	41455	101.8	-----	33583	32577	103.1	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		196.7					191.7			256.6	234.4				
	S.STE.MARIE R															
		1975-76	22100	11	42	0	11	21622	102.2	-----	14483	13897	104.2	15117	14580	103.7
		1976-77	23325	26	47	0	11	23606	98.8	-----	16016	15898	100.7	17792	17339	102.6
		1977-78	25352	25	48	0	11	25263	100.4	-----	17844	17492	102.0	19710	19024	103.6
		1978-79	27405	18	48	0	11	27024	101.4	-----	19919	19169	103.9	21928	20891	105.0
		1979-80	29211	23	48	466	11	29130	100.3	-----	21861	21262	102.8	24641	23079	106.8
		1980-81	31620	27	48	0	11	31654	99.9	-----	24629	23639	104.2	27292	25767	105.9
		1981-82	34086	41	48	545	11	35410	96.3	-----	27218	26996	100.8	30649	29404	104.2
		1982-83	38334	38	48	0	11	39387	97.3	39027	30937	30591	101.1	34192	33310	102.6
		1983-84	40980	33	48	UNAV	11	41455	98.9	-----	33243	32577	102.0	UNAVAIL	UNAVAIL	UNAVAIL
	% <1ST YR=100>		185.4					191.7			229.5	234.4				
		1977-78	24479	39	48	0	11	25263	96.9	-----	15375	17492	87.9	16568	19024	87.1
		1978-79	25699	41	48	0	11	27024	95.1	-----	16795	19169	87.6	18714	20891	89.6
		1979-80	27241	44	48	0	11	29130	93.5	-----	18949	21262	89.1	20842	23079	90.3

PART 6

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES, 1975-76 TO 1983-84

ABBREVIATIONS EMPLOYED IN FOLLOWING TABLE	EXPLANATION
# OF CASES	The number of negotiating situations available for analysis; only situations with a Category A4 or Group 4 maximum salary figure in effect for an entire agreement year have been included
AVG. AMT. OF COLA	Average cost-of-living allowance paid to all recipients; not necessarily those at Category A4-Group 4 maximum.
% <1ST YR = 100>	The percentage increase in the salary figure during the period reported having set the value of the salary figure for the first year available equal to 100 (for example: a value of 112.3 indicates an increase of 12.3% during the period reported).

Note: Total compensation figures for 1975-76 do not include employee benefits.

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CASE	AVG. AMT. OF COLA	YEARS	TOTAL REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	NORTHWEST	ATIKOKAN E	1975-76	NO CATEGORY A4								14906	14404	103.5	15728	15334	102.6
			1976-77	23560	8	9	0	14	24671	95.5	16699	16824	99.3	18376	18519	99.2
			1977-78	24974	8	9	0	14	26317	94.9	18521	18717	99.0	20314	20457	99.3
			1978-79	26415	8	9	0	12	27983	94.4	20231	20549	98.5	22418	22448	99.9
			1979-80	28330	8	9	500	12	30049	94.3	22927	22709	101.0	25848	24684	104.7
			1980-81	32316	7	9	0	12	32809	98.5	25750	25080	102.7	29112	27462	106.0
			1981-82	34998	8	9	500	12	36664	95.5	28908	28844	100.2	32630	31222	104.5
			1982-83	38515	8	9	0	12	40521	95.0	31064	32494	95.6	34630	35295	98.1
			1983-84	40441	8	9	UNAV	12	42621	94.9	33128	34359	96.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		171.7					172.8		198.4	204.2				
		ORYDEN E														
			1975-76	22630	1	8	0	10	22475	100.7	13647	14404	94.7	14185	15334	92.5
			1976-77	25170	1	9	0	10	24671	102.0	16563	16824	98.4	17759	18519	95.9
			1977-78	26650	2	9	0	10	26317	101.3	18527	18717	99.0	19853	20457	97.0
			1978-79	28620	1	9	0	10	27983	102.3	20492	20549	99.7	21935	22448	97.7
			1979-80	30335	3	9	0	10	30049	101.0	22546	22709	99.3	24151	24684	97.8
			1980-81	32365	6	9	561	10	32809	98.6	24661	25080	98.3	27026	27462	98.4
			1981-82	37171	2	9	0	11	36664	101.4	28648	28844	99.3	30742	31222	98.5
			1982-83	41563	0	9	0	11	40521	102.6	32359	32494	99.6	34968	35295	99.1
			1983-84	44231	0	9	UNAV	11	42621	103.8	34488	34359	100.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		195.5					189.6		252.7	238.5				
		FT FR-RAINY R														
			1975-76	22285	5	8	0	11	22475	99.2	14032	14404	97.4	14577	15334	95.1
			1976-77	24180	7	9	0	11	24671	98.0	15790	16824	93.9	17050	18519	92.1
			1977-78	26356	5	9	0	11	26317	100.1	17909	18717	95.7	19331	20457	94.5
			1978-79	28430	2	9	0	11	27983	101.6	19965	20549	97.2	21576	22448	96.1
			1979-80	29930	5	9	0	11	30049	99.6	22252	22709	98.0	24072	24684	97.5
			1980-81	32950	4	9	0	11	32809	100.4	24841	25080	99.0	26670	27462	97.1
			1981-82	36180	7	9	0	11	36664	98.7	27801	28844	96.4	29926	31222	95.9
			1982-83	39440	7	9	0	11	40521	97.3	30771	32494	94.7	33566	35295	95.1
			1983-84	41410	7	9	UNAV	11	42621	97.2	32981	34359	96.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.8					189.6		235.0	238.5				
		GERALDTON E														
			1975-76	22320	4	8	0	12	22475	99.3	14593	14404	101.3	14880	15334	97.0
			1976-77	25100	2	9	0	12	24671	102.0	17072	16824	101.5	18152	18519	98.0
			1977-78	26670	1	9	0	13	26317	101.3	18952	18717	101.3	20095	20457	98.2
			1978-79	28270	3	9	0	13	27983	101.0	20795	20549	101.2	22053	22448	98.2
			1979-80	30530	2	9	0	13	30049	101.6	22678	22709	99.9	24078	24684	97.5
			1980-81	33080	3	9	0	13	32809	100.8	24156	25080	96.3	25906	27462	94.3

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS AT MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	NORTHWEST	GERALDTON	1981-82	36290	6	9	0	13	36664	99.0	26908	28844	93.3	29022	31222	93.0
			1982-83	41460	1	9	0	13	40521	102.3	31260	32494	96.2	33827	35295	95.8
			1983-84	43530	2	9	UNAV	13	42621	102.1	33405	34359	97.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		195.0					189.6		228.9	238.5				
		KENORA E														
			1975-76	22500	3	8	143	12	22475	100.1	15412	14404	107.0	15955	15334	104.0
			1976-77	24400	6	9	0	12	24671	98.9	17811	16824	105.9	19020	18519	102.7
			1977-78	26100	6	9	3	12	26317	99.2	19261	18717	102.9	20197	20457	98.7
			1978-79	27907	4	9	154	10	27983	99.7	21035	20549	102.4	22570	22448	100.5
			1979-80	30169	4	9	0	10	30049	100.4	22962	22709	101.1	24380	24684	98.8
			1980-81	32426	5	9	402	10	32809	98.8	24689	25080	98.4	26658	27462	97.1
			1981-82	36920	3	9	0	10	36664	100.7	28519	28844	98.9	30634	31222	98.1
			1982-83	41422	2	9	0	10	40521	102.2	32582	32494	100.3	34708	35295	98.3
			1983-84	43571	1	9	UNAV	10	42621	102.2	34741	34359	101.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		193.6					189.6		225.4	238.5				
		LAKEHEAD E														
			1975-76	22598	2	8	218	11	22475	100.5	14812	14404	102.8	16068	15334	104.8
			1976-77	25303	0	9	0	11	24671	102.6	17306	16824	102.9	19347	18519	104.5
			1977-78	27300	0	9	0	11	26317	103.7	19289	18717	103.1	21364	20457	104.4
			1978-79	28938	0	9	0	11	27983	103.4	21054	20549	102.5	23234	22448	103.5
			1979-80	30749	1	9	0	11	30049	102.3	23054	22709	101.5	25301	24684	102.5
			1980-81	33161	1	9	353	11	32809	101.1	25587	25080	102.0	28307	27462	103.1
			1981-82	37529	1	9	0	11	36664	102.4	29643	28844	102.8	32208	31222	103.2
			1982-83	40839	4	9	0	11	40521	100.8	33373	32494	102.7	36384	35295	103.1
			1983-84	42881	4	9	UNAV	11	42621	100.6	35024	34359	101.9	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		189.8					189.6		236.5	238.5				
		LAKE SUPERIOR														
			1975-76	22036	7	8	0	13	22475	98.0	12669	14404	88.0	13734	15334	89.6
			1976-77	24628	4	9	0	12	24671	99.8	15270	16824	90.8	17204	18519	92.9
			1977-78	25800	7	9	0	12	26317	98.0	17090	18717	91.3	19223	20457	94.0
			1978-79	27610	7	9	0	11	27983	98.7	19395	20549	94.4	21440	22448	95.5
			1979-80	30900	0	9	0	11	30049	102.8	23213	22709	102.2	24633	24684	99.8
			1980-81	33650	0	9	0	11	32809	102.6	25761	25080	102.7	27352	27462	99.6
			1981-82	36780	4	9	0	10	36664	100.3	28442	28844	98.6	30071	31222	96.3
			1982-83	40090	6	9	0	10	40521	98.9	31611	32494	97.3	33637	35295	95.3
			1983-84	42095	6	9	UNAV	10	42621	98.8	33513	34359	97.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		191.0					189.6		264.5	238.5				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	DEGREE	CASE	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	NORTHWEST	NIP-RED ROCK E																
			1975-76	23200	0	8	500	12	22475	103.2	14289	14404	99.2	15100	15334	98.5
			1976-77	25038	3	9	500	12	24671	101.5	16137	16824	95.9	17676	18519	95.4
			1977-78	26435	4	9	0	12	26317	100.4	17309	18717	92.5	18788	20457	91.8
			1978-79	27860	5	9	500	12	27983	99.6	18441	20549	89.7	20317	22448	90.5
			1979-80	29598	7	9	500	12	30049	98.5	20633	22709	90.9	22776	24684	92.3
			1980-81	32234	8	9	0	12	32809	98.2	22446	25080	89.5	24260	27462	88.3
			1981-82	36410	5	9	300	12	36664	99.3	26875	28844	93.2	29399	31222	94.2
			1982-83	41210	3	9	0	12	40521	101.7	30744	32494	94.6	33467	35295	94.8
			1983-84	43270	3	9	UNAV	12	42621	101.5	33009	34359	96.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		186.5					189.6		231.0	238.5				
		RED LAKE E														
			1975-76	22234	6	8	0	13	22475	98.9	12887	14404	89.5	13106	15334	85.5
			1976-77	24600	5	9	0	13	24671	99.7	15107	16824	89.8	16007	18519	86.4
			1977-78	26568	3	9	0	13	26317	101.0	16675	18717	89.1	17717	20457	86.6
			1978-79	27800	6	9	0	13	27983	99.3	18499	20549	90.0	19503	22448	86.9
			1979-80	29900	6	9	0	13	30049	99.5	20711	22709	91.2	21830	24684	88.4
			1980-81	33100	2	9	0	11	32809	100.9	23408	25080	93.3	24639	27462	89.7
			1981-82	37700	0	9	0	11	36664	102.8	27119	28844	94.0	28832	31222	92.3
			1982-83	40151	5	9	0	11	40521	99.1	30803	32494	94.8	33056	35295	93.7
			1983-84	42159	5	9	UNAV	11	42621	98.9	32424	34359	94.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		189.6					189.6		251.6	238.5				
				******												

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	AVG. TOTAL COMPENSATION: BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	MIDNORTH	CENTRAL ALGOMA														
			1975-76	21593	6	9	0	13	22019	98.1	14490	14704	98.5	14938	15598	95.8
			1976-77	23919	3	9	0	13	23815	100.4	16948	16556	102.4	18551	18236	101.7
			1977-78	26069	3	9	0	13	25556	102.0	19049	18386	103.6	20855	20201	103.2
			1978-79	27381	3	9	0	12	27074	101.1	20920	20117	104.0	22887	21977	104.1
			1979-80	28851	7	9	0	12	28927	99.7	22811	22131	103.1	25728	24385	105.5
			1980-81	30245	7	9	0	12	31489	96.1	24747	24390	101.5	27140	26694	101.7
			1981-82	35684	3	9	0	12	35528	100.4	29132	28187	103.4	31928	31046	102.8
			1982-83	40305	3	9	0	12	39781	101.3	33571	31426	106.8	36826	34505	106.7
			1983-84	42320	3	9	UNAV	12	41804	101.2	35407	33797	104.8	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		196.0					189.9		244.4	229.8				
		CHAPLEAU E														
			1975-76	22100	4	9	0	12	22019	100.4	13903	14704	94.5	14697	15598	94.2
			1976-77	23831	4	9	0	12	23815	100.1	15494	16556	93.6	16869	18236	92.5
			1977-78	25445	7	9	0	12	25556	99.6	17157	18386	93.3	18994	20201	94.0
			1978-79	26742	7	9	0	12	27074	98.8	18572	20117	92.3	20633	21977	93.9
			1979-80	28884	6	9	0	12	28927	99.9	20990	22131	94.8	23197	24385	95.1
			1980-81	30845	6	9	0	12	31489	98.0	22645	24390	92.8	25232	26694	94.5
			1981-82	35681	4	9	0	12	35528	100.4	26194	28187	92.9	28789	31046	92.7
			1982-83	40088	4	9	0	12	39781	100.8	30940	31426	98.5	34313	34505	99.4
			1983-84	42093	4	9	UNAV	12	41804	100.7	33287	33797	98.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		190.5					189.9		239.4	229.8				
		ESPANOLA E														
			1975-76	21250	7	9	0	10	22019	96.5	13135	14704	89.3	13430	15598	86.1
			1976-77	24040	2	9	0	12	23815	100.9	14435	16556	87.2	16024	18236	87.9
			1977-78	25490	6	9	0	12	25556	99.7	15503	18386	84.3	17221	20201	85.2
			1978-79	27400	2	9	0	12	27074	101.2	17497	20117	87.0	19337	21977	88.0
			1979-80	29701	2	9	0	12	28927	102.7	19816	22131	89.5	22066	24385	90.5
			1980-81	32520	0	9	0	11	31489	103.3	22594	24390	92.6	25014	26694	93.7
			1981-82	34796	5	9	219	11	35528	97.9	25253	28187	89.6	28017	31046	90.2
			1982-83	40490	2	9	0	11	39781	101.8	30164	31426	96.0	32590	34505	94.4
			1983-84	42515	2	9	UNAV	11	41804	101.7	32531	33797	96.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		200.1					189.9		247.7	229.8				
		HORNEPAYNE														
			1975-76	21631	5	9	0	11	22019	98.2	13938	14704	94.8	14743	15598	94.5
			1976-77	23794	5	9	0	11	23815	99.9	15814	16556	95.5	17263	18236	94.7
			1977-78	25500	5	9	0	11	25556	99.8	16842	18386	91.6	18398	20201	91.1
			1978-79	26800	6	9	0	11	27074	99.0	17309	20117	86.0	18797	21977	85.5
			1979-80	28940	5	9	0	11	28927	100.0	20506	22131	92.7	22149	24385	90.8

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	NIDNORTH	HORNEPAYNE E	1980-81	32413	1	9	0	11	31489	102.9	24096	24390	98.8	26427	26694	99.0
			1981-82	36529	2	9	0	11	35528	102.8	24125	28187	85.6	26981	31046	86.9
			1982-83	40912	1	9	0	11	39781	102.8	28301	31426	90.1	31772	34505	92.1
			1983-84	42958	1	9	UNAV	11	41804	102.8	31649	33797	93.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		198.6					189.9		227.1	229.8				
		MANITOULIN E														
			1975-76	22520	1	9	0	12	22019	102.3	13742	14704	93.5	14056	15598	90.1
			1976-77	23700	6	9	0	12	23815	99.5	15049	16556	90.9	16186	18236	88.8
			1977-78	26100	2	9	0	12	25556	102.1	17098	18386	93.0	18526	20201	91.7
			1978-79	27700	0	9	0	12	27074	102.3	18810	20117	93.5	20239	21977	92.1
			1979-80	29325	3	9	0	12	28927	101.4	20437	22131	92.3	22064	24385	90.5
			1980-81	31680	3	9	0	12	31489	101.2	22438	24390	92.0	24230	26694	90.8
			1981-82	34480	7	9	502	12	35528	97.1	24431	28187	86.7	26631	31046	85.8
			1982-83	39431	5	9	0	12	39781	99.1	27805	31426	88.5	30195	34505	87.5
			1983-84	41703	5	9	UNAV	12	41804	99.8	29460	33797	87.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.2					189.9		214.4	229.8				
		MICHIPICOTEN E														
			1975-76	21190	8	9	0	13	22019	96.2	12927	14704	87.9	13519	15598	86.7
			1976-77	22340	8	9	0	13	23815	93.8	14841	16556	89.6	16365	18236	89.7
			1977-78	22800	8	9	0	10	25556	89.2	16521	18386	89.9	18082	20201	89.5
			1978-79	25450	8	9	0	10	27074	94.0	19377	20117	96.3	21168	21977	96.3
			1979-80	25450	8	9	1957	10	28927	88.0	20482	22131	92.5	24493	24385	100.4
			1980-81	29730	8	9	0	10	31489	94.4	25176	24390	103.2	27321	26694	102.3
			1981-82	33594	8	9	0	10	35528	94.6	28967	28187	102.8	31349	31046	101.0
			1982-83	37390	8	9	0	10	39781	94.0	33224	31426	105.7	36080	34505	104.6
			1983-84	39260	8	9	UNAV	10	41804	93.9	34724	33797	102.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.3					189.9		268.6	229.8				
		NORTH SHORE E														
			1975-76	23286	0	9	386	12	22019	105.8	14967	14704	101.8	15535	15598	99.6
			1976-77	24507	1	9	766	11	23815	102.9	16926	16556	102.2	19023	18236	104.3
			1977-78	26250	1	9	698	11	25556	102.7	18057	18386	98.2	20266	20201	100.3
			1978-79	27280	5	9	893	10	27074	100.8	19070	20117	94.8	21348	21977	97.1
			1979-80	30000	1	9	1121	11	28927	103.7	20585	22131	93.0	23225	24385	95.2
			1980-81	31800	5	9	1365	11	31489	101.0	22499	24390	92.2	25666	26694	96.1
			1981-82	37500	0	9	0	11	35528	105.6	27007	28187	95.8	29132	31046	93.8
			1982-83	41375	0	9	655	11	39781	104.0	30307	31426	96.4	33184	34505	96.2
			1983-84	43444	0	9	UNAV	11	41804	103.9	32481	33797	96.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		184.6					189.9		217.9	229.8				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	NIDNORTH	S.S.MARIE E														
			1975-76	22110	3	9	0	12	22019	100.4	14980	14704	101.9	15985	15598	102.5
			1976-77	23310	7	9	0	12	23815	97.9	16543	16556	99.9	17951	18236	98.4
			1977-78	25662	4	9	0	12	25556	100.4	18312	18386	99.6	19940	20201	98.7
			1978-79	27329	4	9	0	12	27074	100.9	20702	20117	102.9	22473	21977	102.3
			1979-80	291 [illegible]	[illegible]	9	0	12	28927	100.7	22982	22131	103.8	24875	24385	102.0
			1980-81	31675	4	9	0	12	31489	101.2	25572	24390	104.8	27759	26694	104.0
			1981-82	34700	6	9	725	12	35528	97.7	28830	28187	102.3	32141	31046	103.5
			1982-83	38618	7	9	0	12	39781	97.1	32809	31426	104.4	36020	34505	104.4
			1983-84	40549	7	9	UNAV	12	41804	97.0	35034	33797	103.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		183.4					189.9		233.9	229.8				
		SUDBURY E														
			1975-76	22490	2	9	0	12	22019	102.1	14849	14704	101.0	15925	15598	102.1
			1976-77	24890	0	9	0	12	23815	104.5	16926	16556	102.2	18795	18236	103.1
			1977-78	26690	0	9	0	12	25556	104.4	19012	18386	103.4	20958	20201	103.7
			1978-79	27586	1	9	0	12	27074	101.9	20301	20117	100.9	22189	21977	101.0
			1979-80	30063	0	9	100	12	28927	103.9	22245	22131	100.5	24611	24385	100.9
			1980-81	32090	2	9	0	12	31489	101.9	24235	24390	99.4	26513	26694	99.3
			1981-82	36788	1	9	0	12	35528	103.5	28644	28187	101.6	31431	31046	101.2
			1982-83	39418	6	9	0	12	39781	99.1	30775	31426	97.9	33987	34505	98.5
			1983-84	41392	6	9	UNAV	12	41804	99.0	33563	33797	99.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		184.0					189.9		226.0	229.8				

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EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CASE	AVG. AMT. OF COLA	YEAR	TOM AX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	NORTHEAST	C.IROQ.FALLS E																
			1975-76	23414	1	10	0	11	22603	103.6	14158	14335	98.8	14493	14962	96.9		
			1976-77	24900	5	10	0	11	24683	100.9	15938	16265	98.0	16970	17746	95.6		
			1977-78	26394	4	10	0	11	26087	101.2	17364	17959	96.7	18641	19650	94.9		
			1978-79	27800	6	10	0	11	27772	100.1	19481	19667	99.1	21078	21490	98.1		
			1979-80	29000	7	10	0	11	29406	98.6	21888	21564	101.5	23348	23491	99.4		
			1980-81	31560	7	10	0	11	32063	98.4	24336	24144	100.8	25906	26363	98.3		
			1981-82	34918	7	10	0	11	35626	98.0	26882	27197	98.8	28733	29681	96.8		
			1982-83	39944	4	10	0	11	39593	100.9	31053	30899	100.5	33217	33781	98.3		
			1983-84	41945	5	10	UNAV	11	41589	100.9	32975	32959	100.0	UNAVAIL	UNAVAIL	UNAVAIL		
		% <1ST YR=100>		179.1						184.0		232.9	229.9					
		E.PARRY SOUND																
			1975-76	22400	6	10	0	13	22603	99.1	13147	14335	91.7	14060	14962	94.0		
			1976-77	24108	7	10	0	13	24683	97.7	15427	16265	94.9	17374	17746	97.9		
			1977-78	24603	8	10	0	12	26087	94.3	16392	17959	91.3	16733	19650	95.3		
			1978-79	26620	9	10	0	13	27772	95.9	18435	19667	93.7	20511	21490	95.4		
			1979-80	28550	8	10	0	13	29406	97.1	20633	21564	95.7	22902	23491	97.5		
			1980-81	30491	9	10	0	13	32063	95.1	23104	24144	95.7	25667	26363	97.4		
			1981-82	34210	8	10	0	13	35626	96.0	26333	27197	96.8	29181	29681	98.3		
			1982-83	38515	8	10	0	13	39593	97.3	30788	30899	99.6	33877	33781	100.3		
			1983-84	40325	8	10	UNAV	13	41589	97.0	32256	32959	97.9	UNAVAIL	UNAVAIL	UNAVAIL		
		% <1ST YR=100>		180.0						184.0		245.3	229.9					
		HEARST E																
			1975-76	22300	7	10	0	12	22603	98.7	14282	14335	99.6	14465	14962	96.7		
			1976-77	23120	9	10	0	12	24683	93.7	15495	16265	95.3	16682	17746	94.0		
			1977-78	24600	9	10	0	12	26087	94.3	16201	17959	90.2	17454	19650	88.8		
			1978-79	28202	1	10	0	12	27772	101.5	18644	19667	94.8	20046	21490	93.3		
			1979-80	29402	4	10	0	12	29406	100.0	20173	21564	93.5	21580	23491	91.9		
			1980-81	33015	0	10	0	12	32063	103.0	21625	24144	89.6	23253	26363	88.2		
			1981-82	35865	5	10	0	12	35626	100.7	24182	27197	88.9	26062	29681	87.8		
			1982-83	39093	7	10	0	12	39593	98.7	26661	30899	86.3	28921	33781	85.6		
			1983-84	40749	7	10	UNAV	12	41589	98.0	30462	32959	92.4	UNAVAIL	UNAVAIL	UNAVAIL		
		% <1ST YR=100>		182.7						184.0		213.3	229.9					
		KAPUSKASING E																
			1975-76	22740	4	10	0	11	22603	100.6	16086	14335	112.2	16595	14962	110.9		
			1976-77	25192	2	10	0	11	24683	102.1	17469	16265	107.4	18705	17746	105.4		
			1977-78	26981	1	10	0	11	26087	103.4	19222	17959	107.0	20486	19650	104.3		
			1978-79	28657	0	10	0	11	27772	103.2	20723	19667	105.4	22267	21490	103.6		
			1979-80	30857	0	10	0	11	29406	104.9	22302	21564	103.4	23813	23491	101.4		

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY		AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF BOARDS	AVG. AMT. OF COLA	YEARS MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	NORTHEAST	KAPUSKASING E	1980-81	32653	1	10	173	11	32063	101.8	24530	24144	101.6	26614	26363	101.0
			1981-82	36714	1	10	0	11	35626	103.1	28312	27197	104.1	30929	29681	104.2
			1982-83	40441	1	10	0	11	39593	102.1	31196	30899	101.0	34858	33781	103.2
			1983-84	42099	3	10	UNAV	11	41589	101.2	33293	32959	101.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.1					184.0		207.0	229.9				
		KIRKLAND LAKE														
			1975-76	20950	9	10	0	12	22603	92.7	14538	14335	101.4	15409	14962	103.0
			1976-77	24400	6	10	0	12	24683	98.9	16514	16265	101.5	18165	17746	102.4
			1977-78	26350	5	10	0	11	26087	101.0	18424	17959	102.6	20368	19650	103.7
			1978-79	27870	5	10	0	11	27772	100.4	20322	19667	103.3	22036	21490	102.5
			1979-80	29682	3	10	0	11	29406	100.9	22502	21564	104.3	24584	23491	104.7
			1980-81	32221	5	10	0	11	32063	100.5	25825	24144	107.0	28699	26363	108.9
			1981-82	36371	3	10	0	11	35626	102.1	29769	27197	109.5	32732	29681	110.3
			1982-83	39644	6	10	0	11	39593	100.1	32494	30899	105.2	36011	33781	106.6
			1983-84	41626	6	10	UNAV	11	41589	100.1	34264	32959	104.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		198.7					184.0		235.7	229.9				
		MUSKOKA E														
			1975-76	21893	8	10	0	13	22603	96.9	14781	14335	103.1	15272	14962	102.1
			1976-77	23891	8	10	0	13	24683	96.8	16459	16265	101.2	17795	17746	100.3
			1977-78	25219	7	10	0	13	26087	96.7	17919	17959	99.8	19315	19650	98.3
			1978-79	26652	8	10	0	13	27772	96.0	19466	19667	99.0	21018	21490	97.8
			1979-80	29262	5	10	0	13	29406	99.5	22115	21564	102.6	23867	23491	101.6
			1980-81	31041	8	10	0	13	32063	96.8	24060	24144	99.7	26000	26363	98.6
			1981-82	33670	9	10	0	13	35626	94.5	26747	27197	98.3	28968	29681	97.6
			1982-83	37420	9	10	0	13	39593	94.5	29632	30899	95.9	32147	33781	95.2
			1983-84	39291	9	10	UNAV	13	41589	94.5	31544	32959	95.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		179.5					184.0		213.4	229.9				
		NIPISSING E														
			1975-76	24010	0	10	0	11	22603	106.2	15307	14335	106.8	15886	14962	106.2
			1976-77	25700	0	10	0	11	24683	104.1	17060	16265	104.9	18597	17746	104.8
			1977-78	27125	0	10	0	11	26087	104.0	19088	17959	106.3	20922	19650	106.5
			1978-79	28150	3	10	0	11	27772	101.4	20797	19667	105.7	22830	21490	106.2
			1979-80	29175	6	10	40	11	29406	99.2	22273	21564	103.3	24409	23491	103.9
			1980-81	32150	6	10	0	11	32063	100.3	24999	24144	103.5	27230	26363	103.3
			1981-82	35050	6	10	0	11	35626	98.4	27577	27197	101.4	30066	29681	101.3
			1982-83	39865	5	10	0	11	39593	100.7	32574	30899	105.4	35338	33781	104.6
			1983-84	42376	2	10	UNAV	11	41589	101.9	35103	32959	106.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		176.5					184.0		229.3	229.9				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SES	C A AVG. AMT. OF COLA	YEARS	TOM AX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	NORTHEAST	TIMISKAMING E															
			1975-76	22520	5	10	0	13		22603	99.6	13666	14335	95.3	13998	14962	93.6
			1976-77	25500	1	10	0	12		24683	103.3	15854	16265	97.5	17123	17746	96.5
			1977-78	26100	6	10	0	12		26087	100.1	17593	17959	98.0	19079	19650	97.1
			1978-79	27500	7	10	0	12		27772	99.0	19180	19667	97.5	20841	21490	97.0
			1979-80	27500	9	10	200	12		29406	93.5	19701	21564	91.4	21511	23491	91.6
			1980-81	32390	4	10	299	12		32063	101.0	23572	24144	97.6	25793	26363	97.8
			1981-82	36355	4	10	183	11		35626	102.0	27098	27197	99.6	29685	29681	100.0
			1982-83	40600	0	10	0	11		39593	102.5	30621	30899	99.1	33570	33781	99.4
			1983-84	43050	0	10	UNAV	11		41589	103.5	32835	32959	99.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		191.2						184.0		240.3	229.9				
		TIMMINS E															
			1975-76	22804	3	10	0	13		22603	100.9	13086	14335	91.3	13990	14962	93.5
			1976-77	24915	4	10	0	12		24683	100.9	15748	16265	96.8	17385	17746	98.0
			1977-78	26890	2	10	0	12		26087	103.1	17955	17959	100.0	19803	19650	100.8
			1978-79	28100	4	10	0	12		27772	101.2	19676	19667	100.0	21540	21490	100.2
			1979-80	30495	1	10	0	12		29406	103.7	21688	21564	100.6	23415	23491	99.7
			1980-81	32625	2	10	0	12		32063	101.8	24278	24144	100.6	26473	26363	100.4
			1981-82	36717	0	10	0	12		35626	103.1	27794	27197	102.2	30179	29681	101.7
			1982-83	40016	3	10	0	12		39593	101.1	30330	30899	98.2	33640	33781	99.6
			1983-84	42017	4	10	UNAV	12		41589	101.0	32426	32959	98.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		184.3						184.0		247.8	229.9				
		W.PARRY SOUND															
			1975-76	23000	2	10	0	11		22603	101.8	14359	14335	100.2	15371	14962	102.7
			1976-77	25100	3	10	0	11		24683	101.7	16115	16265	99.1	17576	17746	99.0
			1977-78	26606	3	10	0	11		26087	102.0	17643	17959	98.2	19296	19650	98.2
			1978-79	28165	2	10	0	11		27772	101.4	19205	19667	97.7	21204	21490	98.7
			1979-80	30140	2	10	0	11		29406	102.5	21348	21564	99.0	23485	23491	100.0
			1980-81	32488	3	10	0	11		32063	101.3	23304	24144	96.5	25852	26363	98.1
			1981-82	36387	2	10	0	11		35626	102.1	26538	27197	97.6	29187	29681	98.3
			1982-83	40390	2	10	0	11		39593	102.0	30801	30899	99.7	33672	33781	99.7
			1983-84	42410	1	10	UNAV	11		41589	102.0	32701	32959	99.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		184.4						184.0		227.7	229.9				

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EDUCATION RELATIONS COMMISSION
SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM						AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	WESTERN	BRUCE E														
			1975-76	22600	0	12	0	11	22158	102.0	14272	14450	98.8	14846	15338	96.8
			1976-77	24100	6	12	0	11	24175	99.7	15799	16356	96.6	17157	18028	95.2
			1977-78	25500	7	12	0	11	25661	99.4	16986	17705	95.9	18405	19582	94.0
			1978-79	26954	10	12	0	11	27388	98.4	18318	19528	93.8	19910	21562	92.3
			1979-80	29218	10	12	0	11	29497	99.1	20337	21606	94.1	22043	23781	92.7
			1980-81	31906	7	12	0	11	32012	99.7	22484	23989	93.7	24344	26574	91.6
			1981-82	35858	5	12	0	11	35317	101.5	25691	26846	95.7	27950	30007	93.1
			1982-83	38996	11	12	0	11	39577	98.5	29506	31093	94.9	32248	33906	95.1
			1983-84	40946	11	12	UNAV	11	41799	98.0	31495	33270	94.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		181.2					188.6		220.7	230.2				
		ELGIN COUNTY E														
			1975-76	22100	6	12	0	12	22158	99.7	13736	14450	95.1	14573	15338	95.0
			1976-77	24000	8	12	0	12	24175	99.3	15708	16356	96.0	17084	18028	94.8
			1977-78	25500	7	12	0	12	25661	99.4	16404	17705	92.7	18221	19582	93.0
			1978-79	27500	3	12	0	12	27388	100.4	17840	19528	91.4	19674	21562	91.2
			1979-80	29500	3	12	0	12	29497	100.0	19786	21606	91.6	21849	23781	91.9
			1980-81	32500	1	12	0	12	32012	101.5	22551	23989	94.0	24686	26574	92.9
			1981-82	36000	2	12	0	12	35317	101.9	25412	26846	94.7	27813	30007	92.7
			1982-83	39602	6	12	0	12	39577	100.1	28943	31093	93.1	31761	33906	93.7
			1983-84	41582	9	12	UNAV	12	41799	99.5	31279	33270	94.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		188.2					188.6		227.7	230.2				
		ESSEX COUNTY E														
			1975-76	21756	10	12	0	12	22158	98.2	14170	14450	98.1	14904	15338	97.2
			1976-77	24600	1	12	0	12	24175	101.8	16441	16356	100.5	18387	18028	102.0
			1977-78	26200	0	12	0	12	25661	102.1	18693	17705	105.6	20668	19582	105.5
			1978-79	28000	0	12	0	10	27388	102.2	20780	19528	106.4	22787	21562	105.7
			1979-80	30100	1	12	0	10	29497	102.0	22820	21606	105.6	24797	23781	104.3
			1980-81	31900	8	12	1176	10	32012	99.6	24706	23989	103.0	28019	26574	105.4
			1981-82	34750	9	12	1273	10	35317	98.4	27636	26846	102.9	31235	30007	104.1
			1982-83	39978	2	12	0	10	39577	101.0	32497	31093	104.5	34682	33906	102.3
			1983-84	41980	3	12	UNAV	10	41799	100.4	34676	33270	104.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		193.3					188.6		244.7	230.2				
		GREY CTY E														
			1975-76	21600	11	12	720	12	22158	97.5	14031	14450	97.1	15357	15338	100.1
			1976-77	24000	8	12	514	12	24175	99.3	15998	16356	97.8	17660	18028	98.0
			1977-78	26000	2	12	0	12	25661	101.3	17918	17705	101.2	19259	19582	98.3
			1978-79	27456	5	12	0	12	27388	100.2	19555	19528	100.1	20971	21562	97.3
			1979-80	29551	2	12	44	12	29497	100.2	21605	21606	100.0	23024	23781	96.8

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF DAYS	AVG. AMT. OF COLA	YEARS AT MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	WESTERN	GREY CTY E	1980-81	32055	6	12	255	12	32012	100.1	23829	23989	99.3	25715	26574	96.8
			1981-82	35687	6	12	0	12	35317	101.0	26585	26846	99.0	28389	30007	94.6
			1982-83	39042	10	12	0	12	39577	98.6	29962	31093	96.4	32194	33906	94.9
			1983-84	41594	8	12	UNAV	12	41799	99.5	32825	33270	98.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		192.6					188.6		233.9	230.2				
		HURON CTY E														
			1975-76	21900	9	12	70	10	22158	98.8	14068	14450	97.4	15276	15338	99.6
			1976-77	23973	10	12	0	10	24175	99.2	16109	16356	98.5	18083	18028	100.3
			1977-78	25040	10	12	0	10	25661	97.6	17551	17705	99.1	19562	19582	99.9
			1978-79	26730	11	12	0	10	27388	97.6	19294	19528	98.8	21433	21562	99.4
			1979-80	29000	11	12	0	10	29497	98.3	21476	21606	99.4	22908	23781	96.3
			1980-81	31320	11	12	0	10	32012	97.8	23644	23989	98.6	26091	26574	98.2
			1981-82	36000	2	12	0	10	35317	101.9	26259	26846	105.3	30216	30007	100.7
			1982-83	40050	1	12	0	10	39577	101.2	31916	31093	102.6	34390	33906	101.4
			1983-84	42050	2	12	UNAV	10	41799	100.6	34049	33270	102.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		192.0					188.6		242.0	230.2				
		KENT CTY E														
			1975-76	22300	5	12	0	12	22158	100.6	13978	14450	96.7	14700	15338	95.8
			1976-77	24400	2	12	0	12	24175	100.9	15849	16356	96.9	17488	18028	97.0
			1977-78	25960	3	12	0	12	25661	101.2	17411	17705	98.3	19148	19582	97.8
			1978-79	27500	3	12	0	11	27388	100.4	19104	19528	97.8	21037	21562	97.6
			1979-80	29350	6	12	0	11	29497	99.5	21001	21606	97.2	23033	23781	96.9
			1980-81	32800	0	12	0	11	32012	102.5	24071	23989	100.3	26395	26574	99.3
			1981-82	36360	0	12	0	11	35317	103.0	27457	26846	102.3	30228	30007	100.7
			1982-83	39900	4	12	0	11	39577	100.8	31056	31093	99.9	34069	33906	100.5
			1983-84	41895	5	12	UNAV	11	41799	100.2	33282	33270	100.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		187.9					188.6		238.1	230.2				
		LAMBTON CTY E														
			1975-76	22050	7	12	0	12	22158	99.5	14147	14450	97.9	15163	15338	98.9
			1976-77	23600	11	12	0	12	24175	97.6	15908	16356	97.3	17297	18028	95.9
			1977-78	24900	11	12	0	12	25661	97.0	16255	17705	91.8	17879	19582	91.3
			1978-79	27440	6	12	0	12	27388	100.2	18189	19528	93.1	20182	21562	93.6
			1979-80	29400	5	12	0	12	29497	99.7	20253	21606	93.7	22378	23781	94.1
			1980-81	31400	10	12	0	12	32012	98.1	22580	23989	94.1	24871	26574	93.6
			1981-82	36060	1	12	0	12	35317	102.2	26240	26846	97.7	28763	30007	95.9
			1982-83	39270	7	12	0	11	39577	99.2	29711	31093	95.6	32590	33906	96.1
			1983-84	41234	10	12	UNAV	11	41799	98.6	31821	33270	95.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		187.0					188.6		224.9	230.2				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	AVERAGE ON-GRID SALARY: BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	AVG. TOTAL COMPENSATION: BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	WESTERN	LONDON E														
			1975-76	22336	4	12	0	12	22158	100.8	15123	14450	104.7	15627	15338	101.9
			1976-77	24042	7	12	0	11	24175	99.4	16966	16356	103.7	18617	18028	103.3
			1977-78	26200	0	12	0	11	25661	102.1	18500	17705	104.5	20730	19582	105.9
			1978-79	28000	0	12	0	10	27388	102.2	20433	19528	104.6	22873	21562	106.1
			1979-80	29340	7	12	430	10	29497	99.5	22038	21606	102.0	24799	23781	104.3
			1980-81	32350	2	12	0	10	32012	101.1	24824	23989	103.5	27227	26574	102.5
			1981-82	34620	10	12	533	10	35317	98.0	27248	26846	101.5	30363	30007	101.2
			1982-83	39900	3	12	0	10	39577	100.8	32056	31093	103.1	34956	33906	103.1
			1983-84	42525	0	12	UNAV	10	41799	101.7	34036	33270	102.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		190.4					188.6		225.1	230.2				
		MIDDLESEX CTY														
			1975-76	22450	2	12	288	12	22158	101.3	14553	14450	100.7	15387	15338	100.3
			1976-77	24275	3	12	0	12	24175	100.4	16151	16356	98.7	17444	18028	96.8
			1977-78	25700	5	12	0	12	25661	100.2	17733	17705	100.2	19106	19582	97.6
			1978-79	27300	7	12	0	12	27388	99.7	19205	19528	98.3	20729	21562	96.1
			1979-80	29250	8	12	0	12	29497	99.2	21330	21606	98.7	23009	23781	96.8
			1980-81	32210	3	12	0	12	32012	100.6	23778	23989	99.1	25781	26574	97.0
			1981-82	35925	4	12	0	12	35317	101.7	26861	26846	100.1	29012	30007	96.7
			1982-83	40180	0	12	0	12	39577	101.5	30505	31093	98.1	33157	33906	97.8
			1983-84	42189	1	12	UNAV	12	41799	100.9	32728	33270	98.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		187.9					188.6		224.9	230.2				
		OXFORD CTY E														
			1975-76	22337	3	12	0	12	22158	100.8	13690	14450	94.7	14551	15338	94.9
			1976-77	24235	4	12	0	12	24175	100.2	15369	16356	94.0	17074	18028	94.7
			1977-78	25640	6	12	0	11	25661	99.9	16919	17705	95.6	18719	19582	95.6
			1978-79	27000	9	12	0	11	27388	98.6	18397	19528	94.2	20253	21562	93.9
			1979-80	29470	4	12	0	11	29497	99.9	20540	21606	95.1	22617	23781	95.1
			1980-81	32178	4	12	0	11	32012	100.5	23072	23989	96.2	25216	26574	94.9
			1981-82	35171	7	12	105	11	35317	99.6	25801	26846	96.1	28323	30007	94.4
			1982-83	39102	8	12	0	11	39577	98.8	29139	31093	93.7	31820	33906	93.8
			1983-84	41971	4	12	UNAV	11	41799	100.4	31380	33270	94.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		187.9					188.6		229.2	230.2				
		PERTH CTY E														
			1975-76	21920	8	12	52	12	22158	98.9	13575	14450	93.9	14426	15338	94.1
			1976-77	24190	5	12	0	12	24175	100.1	15653	16356	95.7	16911	18028	93.8
			1977-78	25835	4	12	0	12	25661	100.7	16755	17705	94.6	18367	19582	93.8

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY		AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	WESTERN	PERTH CTY E	1978-79	27255	8	12	0	12	12	27388	99.5	18222	19528	93.3	19944	21562	92.5
			1979-80	29248	9	12	0	12	12	29497	99.2	20035	21606	92.7	21961	23781	92.3
			1980-81	32076	5	12	0	12	12	32012	100.2	22577	23989	94.1	24493	26574	92.2
			1981-82	34955	8	12	433	12	12	35317	99.0	25295	26846	94.2	28166	30007	93.9
			1982-83	39088	9	12	0	12	12	39577	98.8	28634	31093	92.1	31425	33906	92.7
			1983-84	41805	7	12	UNAV	12	12	41799	100.0	31061	33270	93.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		190.7						188.6		228.8	230.2				
		WINDSOR E															
			1975-76	22543	1	12	0	10		22158	101.7	15790	14450	109.3	17181	15338	112.0
			1976-77	24688	0	12	0	9		24175	102.1	18110	16356	110.7	20342	18028	112.8
			1977-78	25457	9	12	0	9		25661	99.2	19268	17705	108.8	21639	19582	110.5
			1978-79	27525	2	12	0	9		27388	100.5	21992	19528	112.6	24435	21562	113.3
			1979-80	30539	0	12	426	9		29497	103.5	25063	21606	116.0	27845	23781	117.1
			1980-81	31455	9	12	1951	9		32012	98.3	26671	23989	111.2	31235	26574	117.5
			1981-82	32399	11	12	3809	9		35317	91.7	28109	26846	104.7	35162	30007	117.2
			1982-83	39821	5	12	0	9		39577	100.6	35302	31093	113.5	38528	33906	113.6
			1983-84	41812	6	12	UNAV	9		41799	100.0	37181	33270	111.8	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.5						188.6		235.5	230.2				

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EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SCALE	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	CENTRAL	BRANT E														
			1975-76	22050	18	26	0	11	22548	97.8	13345	14743	90.5	14397	15791	91.2
			1976-77	24200	20	27	0	11	24610	98.3	15608	16742	93.2	17336	18573	93.3
			1977-78	25627	22	27	0	11	26378	97.2	16900	18640	90.7	18695	20507	91.2
			1978-79	27637	9	27	0	11	27752	99.6	18767	20081	93.5	20523	22312	92.0
			1979-80	29630	19	27	0	11	30040	98.6	21092	22545	93.6	22839	24693	92.5
			1980-81	32296	18	27	0	11	32573	99.2	23724	24980	95.0	25747	27432	93.9
			1981-82	34880	25	27	140	11	36511	95.5	26578	28531	93.2	29016	31171	93.1
			1982-83	38752	24	27	0	11	40185	96.4	30851	32041	96.3	33364	34957	95.4
			1983-84	41825	22	27	UNAV	11	42287	98.9	33415	34061	98.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		189.7					187.5		250.4	231.0				
		DUFFERIN E														
			1975-76	21433	25	26	0	12	22548	95.1	13292	14743	90.2	14181	15791	89.8
			1976-77	23695	24	27	0	12	24610	96.3	15175	16742	90.6	16763	18573	90.3
			1977-78	25610	23	27	0	12	26378	97.1	16463	18640	88.3	18055	20507	88.0
			1978-79	27450	13	27	0	12	27752	98.9	17381	20081	86.6	19063	22312	85.4
			1979-80	28976	24	27	0	12	30040	96.5	19301	22545	85.6	21130	24693	85.6
			1980-81	32155	20	27	0	11	32573	98.7	22189	24980	88.8	24335	27432	88.7
			1981-82	34905	24	27	0	11	36511	95.6	24632	28531	86.3	26886	31171	86.3
			1982-83	38237	26	27	0	11	40185	95.2	27755	32041	86.6	30302	34957	86.7
			1983-84	40149	26	27	UNAV	11	42287	94.9	29671	34061	87.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		187.3					187.5		223.2	231.0				
		DURHAM E														
			1975-76	23202	2	26	119	11	22548	102.9	14434	14743	97.9	15436	15791	97.7
			1976-77	25340	2	27	0	11	24610	103.0	16265	16742	97.2	17859	18573	96.2
			1977-78	26830	11	27	0	11	26378	101.7	17684	18640	94.9	19391	20507	94.6
			1978-79	28322	7	27	0	11	27752	102.1	19086	20081	95.0	20942	22312	93.9
			1979-80	30429	5	27	0	11	30040	101.3	20692	22545	91.8	22658	24693	91.8
			1980-81	33411	3	27	0	11	32573	102.6	23519	24980	94.2	25553	27432	93.2
			1981-82	36685	14	27	0	11	36511	100.5	26358	28531	92.4	28704	31171	92.1
			1982-83	39987	21	27	0	11	40185	99.5	29509	32041	92.1	32209	34957	92.1
			1983-84	41986	21	27	UNAV	11	42287	99.3	31202	34061	91.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		181.0					187.5		216.2	231.0				
		EAST YORK E														
			1975-76	22969	5	26	0	12	22548	101.9	15135	14743	102.7	16504	15791	104.5
			1976-77	24820	8	27	308	11	24610	100.9	17011	16742	101.6	19744	18573	106.3
			1977-78	26997	2	27	0	10	26378	102.3	19196	18640	103.0	21224	20507	103.5
			1978-79	27267	19	27	800	10	27752	98.3	20249	20081	100.8	23138	22312	103.7
			1979-80	30105	6	27	0	10	30040	101.2	[illegible]	[illegible]	101.0	[illegible]	[illegible]	105.4

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOM AX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	CENTRAL	EAST YORK E	1980-81	32533	11	27	208	10		32573	99.9	25556	24980	102.3	28440	27432	103.7
			1981-82	36720	8	27	150	10		36511	100.6	29453	28531	103.2	32532	31171	104.4
			1982-83	40025	14	27	0	10		40185	99.6	32791	32041	102.3	36024	34957	103.1
			1983-84	42026	14	27	UNAV	10		42287	99.4	34735	34061	102.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		183.0						187.5		229.5	231.0				
		ETOBICOKE E															
			1975-76	22969	5	26	0	12		22548	101.9	15573	14743	105.6	16810	15791	106.5
			1976-77	24820	8	27	100	11		24610	100.9	17403	16742	103.9	19455	18573	104.7
			1977-78	26997	2	27	0	10		26378	102.3	19596	18640	105.1	21700	20507	105.8
			1978-79	27267	19	27	810	10		27752	98.3	20814	20081	103.6	23789	22312	106.6
			1979-80	30405	6	27	0	10		30040	101.2	24270	22545	107.7	26644	24693	107.9
			1980-81	32533	11	27	215	10		32573	99.9	26665	24980	106.7	29416	27432	107.2
			1981-82	36720	8	27	168	10		36511	100.6	30647	28531	107.4	33764	31171	108.3
			1982-83	40025	14	27	0	10		40185	99.6	33863	32041	105.7	37058	34957	106.0
			1983-84	42026	14	27	UNAV	10		42287	99.4	35912	34061	105.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		183.0						187.5		230.6	231.0				
		HALDIMAND E	1975-76	NO CATEGORY A4								13572	14743	92.1	14135	15791	89.5
			1976-77	24530	16	27	0	12		24610	99.7	15049	16742	89.9	16272	18573	87.6
			1977-78	25855	19	27	0	12		26378	98.0	16552	18640	88.8	17825	20507	86.9
			1978-79	27535	11	27	0	12		27752	99.2	17930	20081	89.3	19358	22312	86.8
			1979-80	29609	21	27	0	12		30040	98.6	20088	22545	89.1	21600	24693	87.5
			1980-81	31839	22	27	0	11		32573	97.7	22843	24980	91.4	24544	27432	89.5
			1981-82	36166	19	27	0	11		36511	99.1	26423	28531	92.6	28334	31171	90.9
			1982-83	40144	13	27	0	11		40185	99.9	30147	32041	94.1	32450	34957	92.8
			1983-84	42151	13	27	UNAV	11		42287	99.7	32269	34061	94.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		171.8						171.8		214.4	203.4				
		HALIBURTON CTY															
			1975-76	21750	22	26	0	14		22548	96.5	13628	14743	92.4	14033	15791	88.9
			1976-77	23450	26	27	0	12		24610	95.3	15318	16742	91.5	16399	18573	88.3
			1977-78	24500	26	27	0	12		26378	92.9	16826	18640	90.3	17949	20507	87.5
			1978-79	26705	26	27	0	11		27752	96.2	19032	20081	94.8	20328	22312	91.1
			1979-80	28635	26	27	72	11		30040	95.3	21686	22545	96.2	23116	24693	93.6
			1980-81	30475	26	27	0	11		32573	93.6	23970	24980	96.0	25671	27432	93.6
			1981-82	36000	21	27	0	11		36511	98.6	27591	28531	96.7	29325	31171	94.1
			1982-83	40425	10	27	0	11		40185	100.6	32129	32041	100.3	33715	34957	96.4
			1983-84	43313	3	27	UNAV	11		42287	102.4	34800	34061	102.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		199.1						187.5		255.3	231.0				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CASE	AVG. AMT. OF COLA	YEARS	TOM AX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	CENTRAL	HALTON E																
			1975-76	23500	1	26	0	0	12	22548	104.2	14866	14743	100.8	15786	15791	100.0
			1976-77	25350	1	27	0	0	12	24610	103.0	16701	16742	99.8	18347	18573	98.8
			1977-78	26843	10	27	0	0	12	26378	101.8	18423	18640	98.8	20106	20507	98.0
			1978-79	28454	3	27	0	0	12	27752	102.5	20167	20081	100.4	21995	22312	98.6
			1979-80	29999	14	27	0	0	12	30040	99.9	22035	22545	97.7	23883	24693	96.7
			1980-81	32490	16	27	0	0	12	32573	99.7	24513	24980	98.1	26582	27432	96.9
			1981-82	36974	6	27	0	0	12	36511	101.3	28216	28531	98.9	30617	31171	98.2
			1982-83	40727	6	27	0	0	12	40185	101.3	31756	32041	99.1	34526	34957	98.8
			1983-84	42763	7	27	UNAV	0	12	42287	101.1	33747	34061	99.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		182.0						187.5		227.0	231.0				
		HAMILTON E															
			1975-76	22506	14	26	0	0	11	22548	99.8	14037	14743	95.2	14902	15791	94.4
			1976-77	24320	19	27	0	0	11	24610	98.8	16329	16742	97.5	18010	18573	97.0
			1977-78	26903	9	27	0	0	11	26378	102.0	18237	18640	97.8	20126	20507	98.1
			1978-79	28750	2	27	0	0	11	27752	103.6	20283	20081	101.0	22192	22312	99.5
			1979-80	30906	2	27	0	0	11	30040	102.9	22351	22545	99.1	24362	24693	98.7
			1980-81	33317	4	27	0	0	11	32573	102.3	24728	24980	99.0	26853	27432	97.9
			1981-82	37515	2	27	0	0	11	36511	102.7	28535	28531	100.0	30939	31171	99.3
			1982-83	40660	8	27	0	0	11	40185	101.2	31724	32041	99.0	34212	34957	97.9
			1983-84	42693	9	27	UNAV	0	11	42287	101.0	33636	34061	98.8	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		189.7						187.5		239.6	231.0				
		HASTINGS CTY E															
			1975-76	22640	13	26	0	0	14	22548	100.4	13923	14743	94.4	14865	15791	94.1
			1976-77	24500	17	27	0	0	14	24610	99.6	15767	16742	94.2	17391	18573	93.6
			1977-78	25900	17	27	0	0	14	26378	98.2	16993	18640	91.2	18943	20507	92.4
			1978-79	27480	12	27	0	0	14	27752	99.0	18662	20081	92.9	20576	22312	92.2
			1979-80	29620	20	27	0	0	14	30040	98.6	20666	22545	91.7	22710	24693	92.0
			1980-81	32618	9	27	0	0	14	32573	100.1	23607	24980	94.5	25727	27432	93.8
			1981-82	35972	23	27	0	0	14	36511	98.5	26622	28531	93.3	28970	31171	92.9
			1982-83	39494	22	27	0	0	14	40185	98.3	29698	32041	92.7	32303	34957	92.4
			1983-84	41469	23	27	UNAV	0	14	42287	98.1	31660	34061	93.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		183.2						187.5		227.4	231.0				
		LINCOLN CTY E															
			1975-76	22851	11	26	0	0	13	22548	101.3	15736	14743	106.7	16415	15791	103.9
			1976-77	25359	0	27	0	0	11	24610	103.0	18175	16742	108.6	20127	18573	108.4
			1977-78	27471	0	27	0	0	11	26378	104.1	20282	18640	108.8	21655	20507	105.6

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	CENTRAL	LINCOLN CTY E	1978-79	29257	0	27	0	11	27752	105.4	22181	20081	110.5	24013	22312	107.6
			1979-80	31232	0	27	0	11	30040	104.0	24416	22545	108.3	26469	24693	107.2
			1980-81	33887	2	27	0	11	32573	104.0	27159	24980	108.7	29286	27432	106.8
			1981-82	37530	1	27	0	11	36511	102.8	30534	28531	107.0	33010	31171	105.9
			1982-83	40908	5	27	0	11	40185	101.8	33675	32041	105.1	36464	34957	104.3
			1983-84	42953	6	27	UNAV	11	42287	101.6	35842	34061	105.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		188.0						187.5		227.8	231.0			
		NIAGARA SO.E														
			1975-76	22050	18	26	0	13	22548	97.8	14502	14743	98.4	15023	15791	95.1
			1976-77	23725	23	27	0	13	24610	96.4	16384	16742	97.9	17809	18573	95.9
			1977-78	25149	25	27	0	13	26378	95.3	17738	18640	95.2	19342	20507	94.3
			1978-79	27300	18	27	0	12	27752	98.4	19916	20081	99.2	21636	22312	97.0
			1979-80	29850	15	27	0	12	30040	99.4	22296	22545	98.9	24186	24693	97.9
			1980-81	33100	5	27	0	12	32573	101.6	25534	24980	102.2	27667	27432	100.9
			1981-82	36975	5	27	0	12	36511	101.3	29313	28531	102.7	31681	31171	101.6
			1982-83	40610	9	27	0	12	40185	101.1	32997	32041	103.0	35838	34957	102.5
			1983-84	42641	10	27	UNAV	12	42287	100.8	35275	34061	103.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		193.4						187.5		243.2	231.0			
		NORFOLK CTY E														
			1975-76	22200	17	26	550	10	22548	98.5	14013	14743	95.0	15456	15791	97.9
			1976-77	24180	21	27	0	10	24610	98.3	15767	16742	94.2	17626	18573	94.9
			1977-78	25700	21	27	0	10	26378	97.4	17122	18640	91.9	19207	20507	93.7
			1978-79	27400	15	27	0	10	27752	98.7	18576	20081	92.5	20708	22312	92.8
			1979-80	29600	22	27	0	10	30040	98.5	20427	22545	90.6	22660	24693	91.8
			1980-81	31700	24	27	0	10	32573	97.3	22938	24980	91.8	25335	27432	92.4
			1981-82	36000	21	27	0	10	36511	98.6	26248	28531	92.0	29268	31171	93.9
			1982-83	39172	23	27	0	10	40185	97.5	29302	32041	91.5	32478	34957	92.9
			1983-84	41131	24	27	UNAV	10	42287	97.3	31533	34061	92.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.3						187.5		225.0	231.0			
		NORTHUMBERLAND														
			1975-76	23100	3	26	81	12	22548	102.4	14465	14743	98.1	14931	15791	94.6
			1976-77	25000	6	27	0	12	24610	101.6	16232	16742	97.0	17410	18573	93.7
			1977-78	26450	14	27	0	12	26378	100.3	17700	18640	95.0	18801	20507	91.7
			1978-79	27440	14	27	0	12	27752	98.9	19220	20081	95.7	20557	22312	92.1
			1979-80	29250	23	27	0	12	30040	97.4	20589	22545	91.3	22399	24693	90.7
			1980-81	31775	23	27	0	12	32573	97.6	22911	24980	91.7	24843	27432	90.6
			1981-82	36324	17	27	0	12	36511	99.5	26534	28531	93.0	28948	31171	92.9
			1982-83	40320	11	27	0	12	40185	100.3	30442	32041	95.0	33229	34957	95.1
			1983-84	42336	11	27	UNAV	12	42287	100.1	32361	34061	95.0	UNAVAIL	UNAVAIL	UNAVAIL

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	CENTRAL	NORTHUMBERLAND																
		% <1ST YR=100>		183.3							187.5		223.7	231.0				
		NORTH YORK E																
			1975-76	22969	5	26		0	12	22548	101.9	15245	14743	103.4	16390	15791	103.8	
			1976-77	24820	8	27		339	11	24610	100.9	17282	16742	103.2	19440	18573	104.7	
			1977-78	26997	2	27		0	10	26378	102.3	20037	18640	107.5	22130	20507	107.9	
			1978-79	27267	19	27		600	10	27752	98.3	20823	20081	103.7	23998	22312	107.6	
			1979-80	30405	6	27		680	10	30040	101.2	23899	22545	106.0	27027	24693	109.5	
			1980-81	32533	11	27		210	10	32573	99.9	26209	24980	104.9	28990	27432	105.7	
			1981-82	36720	8	27		150	10	36511	100.6	30089	28531	105.5	33007	31171	105.9	
			1982-83	40025	14	27		0	10	40185	99.6	33499	32041	104.6	36576	34957	104.6	
			1983-84	42026	14	27		UNAV	10	42287	99.4	35710	34061	104.8	UNAVAIL	UNAVAIL	UNAVAIL	
		% <1ST YR=100>		183.0							187.5		234.2	231.0				
		PEEL E																
			1975-76	21840	21	26		0	12	22548	96.9	14594	14743	99.0	15570	15791	98.6	
			1976-77	23955	22	27		0	10	24610	97.3	17161	16742	102.5	18806	18573	101.3	
			1977-78	25350	24	27		0	10	26378	96.1	18535	18640	99.4	20506	20507	100.0	
			1978 79	27928	8	27		0	11	27752	100.6	20142	20081	100.3	21418	22312	96.0	
			1979-80	30073	13	27		0	11	30040	100.1	22441	22545	99.5	24974	24693	101.1	
			1980-81	32918	6	27		0	11	32573	101.1	25170	24980	100.8	28073	27432	102.3	
			1981-82	36079	20	27		0	11	36511	98.8	27972	28531	98.0	30870	31171	99.0	
			1982-83	41171	1	27		0	11	40185	102.5	32449	32041	101.3	35713	34957	102.2	
			1983-84	43531	1	27		UNAV	11	42287	102.9	34723	34061	101.9	UNAVAIL	UNAVAIL	UNAVAIL	
		% <1ST YR=100>		199.3							187.5		237.9	231.0				
		PETERBOROUGH E																
			1975-76	22300	16	26		214	12	22548	98.9	14390	14743	97.6	14945	15791	94.6	
			1976-77	24700	14	27		0	12	24610	100.4	16443	16742	98.2	17654	18573	95.1	
			1977-78	25900	17	27		0	12	26378	98.2	17929	18640	96.2	19290	20507	94.1	
			1978-79	27400	15	27		0	12	27752	98.7	19357	20081	96.4	20841	22312	93.4	
			1979-80	29766	16	27		0	12	30040	99.1	21747	22545	96.5	23334	24693	94.5	
			1980-81	32748	8	27		0	12	32573	100.5	24161	24980	96.7	26063	27432	95.0	
			1981-82	36530	16	27		0	12	36511	100.1	27513	28531	96.4	29544	31171	94.8	
			1982-83	40682	7	27		0	12	40185	101.2	30972	32041	96.7	33286	34957	95.2	
			1983-84	42716	8	27		UNAV	12	42287	101.0	33010	34061	96.9	UNAVAIL	UNAVAIL	UNAVAIL	
		% <1ST YR=100>		191.6							187.5		229.4	231.0				
		PRINCE EDWARD																
			1975-76	21730	23	26		0	13	22548	96.4	13077	14743	88.7	13773	15791	87.2	

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE -MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	CENTRAL	PRINCE EDWARD	1976-77	23580	25	27	0	13		24610	95.8	15090	16742	90.1	16568	18573	89.2
			1977-78	25800	20	27	0	13		26378	97.8	16684	18640	89.5	18260	20507	89.0
			1978-79	27219	25	27	0	13		27752	98.1	18393	20081	91.6	20084	22312	90.0
			1979-80	28828	25	27	0	13		30040	96.0	20250	22545	89.8	22164	24693	89.8
			1980-81	31455	25	27	0	13		32573	96.6	22710	24980	90.9	24813	27432	90.5
			1981-82	34636	26	27	0	13		36511	94.9	25888	28531	90.7	28233	31171	90.6
			1982-83	38446	25	27	0	13		40185	95.7	28761	32041	89.8	31467	34957	90.0
			1983-84	40368	25	27	UNAV	13		42287	95.5	30423	34061	89.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.8						187.5		232.7	231.0				
		SCARBOROUGH E															
			1975-76	22969	5	26	0	12		22548	101.9	14841	14743	100.7	16167	15791	102.4
			1976-77	24820	8	27	228	11		24610	100.9	16809	16742	100.4	18976	18573	102.2
			1977-78	26997	2	27	0	10		26378	102.3	19086	18640	102.4	21119	20507	103.0
			1978-79	27267	19	27	802	10		27752	98.3	20258	20081	100.9	23139	22312	103.7
			1979-80	30405	6	27	0	10		30040	101.2	23152	22545	102.7	25247	24693	102.2
			1980-81	32533	11	27	204	10		32573	99.9	25324	24980	101.4	27781	27432	101.3
			1981-82	36720	8	27	139	10		36511	100.6	29066	28531	101.9	31787	31171	102.0
			1982-83	40025	14	27	0	10		40185	99.6	32410	32041	101.2	35753	34957	102.3
			1983-84	42026	14	27	UNAV	10		42287	99.4	34459	34061	101.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		183.0						187.5		232.2	231.0				
		SIMCOE CTY E															
			1975-76	23660	0	26	0	11		22548	104.9	14629	14743	99.2	15588	15791	98.7
			1976-77	25340	2	27	0	11		24610	103.0	16481	16742	98.4	18264	18573	98.3
			1977-78	26800	12	27	0	11		26378	101.6	18008	18640	96.6	19828	20507	96.7
			1978-79	28438	5	27	0	11		27752	102.5	19740	20081	98.3	21628	22312	96.9
			1979-80	30707	4	27	0	11		30040	102.2	22065	22545	97.9	23916	24693	96.9
			1980-81	34226	1	27	0	11		32573	105.1	25390	24980	101.6	27612	27432	100.7
			1981-82	37135	3	27	4065	11		36511	101.7	28138	28531	98.6	30437	31171	97.6
			1982-83	41037	3	27	0	11		40185	102.1	31235	32041	97.5	33903	34957	97.0
			1983-84	43089	4	27	UNAV	11		42287	101.9	32935	34061	96.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		182.1						187.5		225.1	231.0				
		TORONTO E															
			1975-76	22969	5	26	0	12		22548	101.9	15881	14743	107.7	16974	15791	107.5
			1976-77	24820	8	27	212	11		24610	100.9	17524	16742	104.7	19408	18573	104.5
			1977-78	26997	2	27	0	10		26378	102.3	20019	18640	107.4	21738	20507	106.0
			1978-79	27267	19	27	810	10		27752	98.3	20089	20081	104.0	23659	22312	106.0
			1979-80	30264	12	27	0	10		30040	100.7	24026	22545	106.6	26077	24693	105.6
			1980-81	32231	19	27	206	10		32573	99.0	25903	24980	103.7	28385	27432	103.5
			1981-82	36720	8	27	150	10		36511	100.6	30365	28531	106.4	33027	31171	106.0

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY		AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	CENTRAL	TORONTO E	1982-83	40025	14	27	0	10	40185	99.6	33755	32041	105.3	36719	34957	105.0
			1983-84	42026	14	27	UNAV	10	42287	99.4	35669	34061	104.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		183.0					187.5		224.6	231.0				
		VICTORIA C E														
			1975-76	22350	15	26	0	12	22548	99.1	12938	14743	87.8	13777	15791	87.2
			1976-77	24700	14	27	0	12	24610	100.4	14721	16742	87.9	16221	18573	87.3
			1977-78	26180	16	27	0	12	26378	99.2	15958	18640	85.6	17575	20507	85.7
			1978-79	27330	17	27	0	12	27752	98.5	17391	20081	86.6	19151	22312	85.8
			1979-80	29639	18	27	0	12	30040	98.7	19341	22545	85.8	21141	24693	85.6
			1980-81	32010	21	27	0	12	32573	98.3	21624	24980	86.6	23459	27432	85.5
			1981-82	36850	7	27	0	12	36511	100.9	25275	28531	88.6	27812	31171	89.2
			1982-83	40170	12	27	0	12	40185	100.0	28009	32041	87.4	30519	34957	87.3
			1983-84	42179	12	27	UNAV	12	42287	99.7	29876	34061	87.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		188.7					187.5		230.9	231.0				
		WATERLOO CTY E														
			1975-76	23002	4	26	867	12	22548	102.0	14322	14743	97.1	16240	15791	102.8
			1976-77	24851	7	27	471	10	24610	101.0	16257	16742	97.1	18404	18573	99.1
			1977-78	26914	8	27	679	10	26378	102.0	18376	18640	98.6	21110	20507	102.9
			1978-79	28448	4	27	924	10	27752	102.5	20303	20081	101.1	23261	22312	104.2
			1979-80	30838	3	27	0	10	30040	102.7	22850	22545	101.3	24995	24693	101.2
			1980-81	32380	17	27	480	10	32573	99.4	24781	24980	99.2	27469	27432	100.1
			1981-82	36639	15	27	730	10	36511	100.3	28753	28531	100.8	31972	31171	102.6
			1982-83	41008	4	27	0	10	40185	102.0	32811	32041	102.4	35722	34957	102.2
			1983-84	43058	5	27	UNAV	10	42287	101.8	34986	34061	102.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		187.2					187.5		244.3	231.0				
		WELLINGTON CTY														
			1975-76	21891	20	26	0	13	22548	97.1	14060	14743	95.4	14494	15791	91.8
			1976-77	24400	18	27	0	11	24610	99.1	16210	16742	96.8	17534	18573	94.4
			1977-78	26300	15	27	0	11	26378	99.7	17866	18640	95.9	19304	20507	94.1
			1978-79	27600	10	27	0	11	27752	99.5	19285	20081	96.0	20865	22312	93.5
			1979-80	29750	17	27	0	11	30040	99.0	21315	22545	94.5	23094	24693	93.5
			1980-81	32600	10	27	0	11	32573	100.1	23894	24980	95.6	27985	27432	102.0
			1981-82	36300	18	27	0	11	36511	99.4	27193	28531	95.3	29405	31171	94.3
			1982-83	39994	20	27	0	11	40185	99.5	30875	32041	96.4	33362	34957	95.4
			1983-84	41994	20	27	UNAV	11	42287	99.3	33052	34061	97.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		191.8					187.5		235.1	231.0				

EDUCATION RELATIONS COMMISSION
SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	CENTRAL	WENTWORTH CTY															
			1975-76	21628	24	26	0	14	22548	95.9	12755	14743	86.5	13569	15791	85.9	
			1976-77	25216	4	27	0	14	24610	102.5	15781	16742	94.3	17652	18573	95.0	
			1977-78	27350	1	27	0	14	26378	103.7	17571	18640	94.3	19621	20507	95.7	
			1978-79	29200	1	27	0	13	27752	105.2	19485	20081	97.0	21656	22312	97.1	
			1979-80	31138	1	27	0	13	30040	103.7	21513	22545	95.4	23854	24693	96.6	
			1980-81	34262	0	27	0	13	32573	105.2	24235	24980	97.0	26719	27432	97.4	
			1981-82	38373	0	27	0	13	36511	105.1	27993	28531	98.1	30303	31171	97.2	
			1982-83	41827	0	27	0	13	40185	104.1	31329	32041	97.8	34098	34957	97.5	
			1983-84	43918	0	27	UNAV	13	42287	103.9	33632	34061	98.7	UNAVAIL	UNAVAIL	UNAVAIL	
		% <1ST YR=100>		203.1					187.5		263.7	231.0					
		YORK BOROUGH E															
			1975-76	22969	5	26	0	12	22548	101.9	15058	14743	102.1	16309	15791	103.3	
			1976-77	24820	8	27	330	11	24610	100.9	16838	16742	100.6	18983	18573	102.2	
			1977-78	26997	2	27	0	10	26378	102.3	19088	18640	102.4	21006	20507	102.4	
			1978-79	27267	19	27	800	10	27752	98.3	20595	20081	102.6	23278	22312	104.3	
			1979-80	30405	6	27	0	10	30040	101.2	23829	22545	105.7	25956	24693	105.1	
			1980-81	32533	11	27	213	10	32573	99.9	26389	24980	105.6	29177	27432	106.4	
			1981-82	36720	8	27	140	10	36511	100.6	30394	28531	106.5	33384	31171	107.1	
			1982-83	40025	14	27	0	10	40185	99.6	33913	32041	105.8	37098	34957	106.1	
			1983-84	42026	14	27	UNAV	10	42287	99.4	35824	34061	105.2	UNAVAIL	UNAVAIL	UNAVAIL	
		% <1ST YR=100>		183.0					187.5		237.9	231.0					
		YORK REG E															
			1975-76	22764	12	26	0	12	22548	101.0	14322	14743	97.1	15378	15791	97.4	
			1976-77	25164	5	27	0	12	24610	102.3	16330	16742	97.5	18046	18573	97.2	
			1977-78	26800	12	27	0	12	26378	101.6	17969	18640	96.4	19671	20507	95.9	
			1978-79	28408	6	27	0	12	27752	102.4	19634	20081	97.8	21501	22312	96.4	
			1979-80	30326	11	27	0	12	30040	101.0	21478	22545	95.3	23287	24693	94.3	
			1980-81	32904	7	27	0	12	32573	101.0	23656	24980	94.7	25960	27432	94.6	
			1981-82	37017	4	27	0	12	36511	101.4	27022	28531	94.7	29659	31171	95.1	
			1982-83	41081	2	27	0	12	40185	102.2	30609	32041	95.5	33584	34957	96.1	
			1983-84	43330	2	27	UNAV	12	42287	102.5	32406	34061	95.1	UNAVAIL	UNAVAIL	UNAVAIL	
		% <1ST YR=100>		190.3					187.5		226.3	231.0					
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EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	EASTERN	CARLETON E														
			1975-76	22800	3	9	0	13	22516	101.3	14276	13987	102.1	14986	14846	100.9
			1976-77	25600	2	9	0	12	24920	102.7	17729	16848	105.2	19412	18266	106.3
			1977-78	27460	1	9	0	12	26535	103.5	19742	18627	106.0	21557	20228	106.6
			1978-79	29385	0	9	0	10	28041	104.8	21699	20368	106.5	23518	21828	107.7
			1979-80	31500	0	9	0	10	30012	105.0	23932	22463	106.5	25862	24261	106.6
			1980-81	34485	0	9	0	10	32503	106.1	26979	25001	107.9	28983	26878	107.8
			1981-82	37025	0	9	0	10	36073	102.6	29469	28007	105.2	31907	30308	105.3
			1982-83	40435	2	9	0	10	39854	101.5	32864	31273	105.1	35626	33778	105.5
			1983-84	42457	2	9	UNAV	10	41946	101.2	34672	33111	104.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		186.2					186.3		242.9	236.7				
		FRONTENAC CTY														
			1975-76	21640	7	9	594	14	22516	96.1	12985	13987	92.8	14726	14846	99.2
			1976-77	24062	8	9	0	14	24920	96.6	15356	16848	91.1	16403	18266	89.8
			1977-78	25997	7	9	66	14	26535	98.0	17178	18627	92.2	18791	20228	92.9
			1978-79	27668	6	9	42	14	28041	98.7	19132	20368	93.9	20850	21828	95.5
			1979-80	30078	2	9	0	14	30012	100.2	21482	22463	95.6	23137	24261	95.4
			1980-81	32500	3	9	0	12	32503	100.0	24317	25001	97.3	26242	26878	97.6
			1981-82	36123	4	9	0	12	36073	100.1	27763	28007	99.1	29898	30308	98.6
			1982-83	39889	5	9	0	12	39854	100.1	30923	31273	98.9	33439	33778	99.0
			1983-84	42198	5	9	UNAV	12	41946	100.6	32699	33111	98.8	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		195.0					186.3		251.8	236.7				
		LANARK CTY E														
			1975-76	23550	0	9	160	12	22516	104.6	13721	13987	98.1	14596	14846	98.3
			1976-77	25810	0	9	0	12	24920	103.6	15843	16848	94.0	17445	18266	95.5
			1977-78	27180	2	9	0	12	26535	102.4	17095	18627	91.8	18749	20228	92.7
			1978-79	28270	2	9	0	12	28041	100.8	18193	20368	89.3	20246	21828	92.8
			1979-80	30000	3	9	0	12	30012	100.0	20007	22463	89.1	21985	24261	90.6
			1980-81	31975	7	9	250	12	32503	98.3	22067	25001	88.3	24402	26878	90.8
			1981-82	36060	5	9	0	12	36073	100.0	26270	28007	93.8	28597	30308	94.4
			1982-83	40750	0	9	0	12	39854	102.2	29737	31273	95.1	32270	33778	95.5
			1983-84	42788	0	9	UNAV	12	41946	102.0	31806	33111	96.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		181.7					186.3		231.8	236.7				
		LEEDS,GREN E														
			1975-76	21731	6	9	281	14	22516	96.5	13373	13987	95.6	14565	14846	98.1
			1976-77	24719	4	9	0	14	24920	99.2	15917	16848	94.5	17420	18266	95.4
			1977-78	26165	5	9	0	14	26535	98.6	17033	18627	91.4	18748	20228	92.7
			1978-79	27709	5	9	0	14	28041	98.8	18640	20368	91.5	20486	21828	93.9
			1979-80	29847	5	9	0	14	30012	99.5	20602	22463	91.7	22589	24261	93.1

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE -MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	CASE OF	AVG. AMT. OF COLA	YEARS	TOM AX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	EASTERN	LEEDS,GREN	1980-81	32577	2	9	0	13		32503	100.2	23135	25001	92.5	24565	26878	91.4
			1981-82	35958	7	9	250	12		36073	99.7	26226	28007	93.6	28951	30308	95.5
			1982-83	40298	3	9	0	12		39854	101.1	30199	31273	96.6	32886	33778	97.4
			1983-84	42313	3	9	UNAV	12		41946	100.9	32039	33111	96.8	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		194.7						186.3		239.6	236.7				
		LENNOX,ADD. E															
			1975-76	22540	4	9	0	11		22516	100.1	14154	13987	101.2	14537	14846	97.9
			1976-77	24400	7	9	0	11		24920	97.9	15674	16848	93.0	16899	18266	92.5
			1977-78	25645	8	9	0	11		26535	96.6	17128	18627	92.0	18379	20228	90.9
			1978-79	26780	8	9	0	11		28041	95.5	18486	20368	90.8	19686	21828	90.2
			1979-80	28414	8	9	0	11		30012	94.7	20071	22463	89.4	21513	24261	88.7
			1980-81	30801	8	9	0	11		32503	94.8	22793	25001	91.2	24478	26878	91.1
			1981-82	34805	8	9	0	11		36073	96.5	25820	28007	92.2	27737	30308	91.5
			1982-83	38609	8	9	0	11		39854	96.9	29275	31273	93.6	31473	33778	93.2
			1983-84	40539	8	9	UNAV	11		41946	96.6	31470	33111	95.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		179.9						186.3		222.3	236.7				
		OTTAWA E															
			1975-76	22509	5	9	0	14		22516	100.0	14574	13987	104.2	15379	14846	103.6
			1976-77	25757	1	9	0	10		24920	103.4	18069	16848	107.2	19611	18266	107.4
			1977-78	27508	0	9	J	10		26535	103.7	19990	18627	107.3	21675	20228	107.2
			1978-79	29021	1	9	0	10		28041	103.5	21831	20368	107.2	22839	21828	104.6
			1979-80	30878	1	9	0	10		30012	102.9	23856	22463	106.2	25846	24261	106.5
			1980-81	33194	1	9	0	10		32503	102.1	26056	25001	104.2	28106	26878	104.6
			1981-82	36346	1	9	0	10		36073	100.8	28850	28007	103.0	31264	30308	103.2
			1982-83	39072	6	9	0	10		39854	98.0	31196	31273	99.8	33685	33778	99.7
			1983-84	41026	7	9	UNAV	10		41946	97.8	32835	33111	99.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		182.3						186.3		225.3	236.7				
		PRES,RUSSELL E															
			1975-76	23195	2	9	0	12		22516	103.0	12690	13987	90.7	13223	14846	89.1
			1976-77	24539	5	9	0	12		24920	98.5	14645	16848	86.9	16076	18266	88.0
			1977-78	26012	6	9	0	11		26535	98.0	16206	18627	87.0	17756	20228	87.8
			1978-79	27573	7	9	0	11		28041	98.3	18005	20368	88.4	19780	21828	90.6
			1979-80	29917	4	9	0	11		30012	99.7	20002	22463	89.0	22349	24261	92.1
			1980-81	32370	5	9	0	11		32503	99.6	21876	25001	87.5	23725	26878	88.3
			1981-82	36254	2	9	0	11		36073	100.5	24910	28007	88.9	27978	30308	92.3
			1982-83	38973	7	9	0	11		39854	97.8	28120	31273	89.9	31503	33778	93.3
			1983-84	41493	6	9	UNAV	11		41946	98.9	30403	33111	91.8	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		178.9						186.3		239.6	236.7				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE -MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
ELEM	EASTERN	RENFREW C E	1975-76	23271	1	9	0	12	22516	103.4	14760	13987	105.5	15345	14846	103.4
			1976-77	24954	3	9	0	12	24920	100.1	16925	16848	100.5	18037	18266	98.7
			1977-78	26451	3	9	0	12	26535	99.7	18830	18627	101.1	19993	20228	98.8
			1978-79	27985	3	9	0	12	28041	99.8	20437	20368	100.3	21538	21828	98.7
			1979-80	29804	6	9	0	12	30012	99.3	22482	22463	100.1	23722	24261	97.8
			1980-81	32248	6	9	0	12	32503	99.2	24588	25001	98.3	25941	26878	96.5
			1981-82	36124	3	9	0	12	36073	100.1	28063	28007	100.2	29631	30308	97.8
			1982-83	40204	4	9	0	12	39854	100.9	31959	31273	102.2	33678	33778	99.7
			1983-84	42214	4	9	UNAV	12	41946	100.6	33896	33111	102.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		181.4					186.3		229.6	236.7				
		S,D,GLENGARRY														
			1975-76	21406	8	9	0	12	22516	95.1	13038	13987	93.2	13458	14846	90.6
			1976-77	24440	6	9	0	11	24920	98.1	15822	16848	93.9	16842	18266	92.2
			1977-78	26395	4	9	0	11	26535	99.5	17788	18627	95.5	19006	20228	94.0
			1978-79	27979	4	9	0	11	28041	99.8	19341	20368	95.0	20625	21828	94.5
			1979-80	29670	7	9	0	11	30012	98.9	21245	22463	94.6	22661	24261	93.4
			1980-81	32400	4	9	0	11	32503	99.7	23721	25001	94.9	25449	26878	94.7
			1981-82	35965	6	9	0	11	36073	99.7	26770	28007	95.6	28947	30308	95.5
			1982-83	40460	1	9	0	11	39854	101.5	30606	31273	97.9	33095	33778	98.0
			1983-84	42485	1	9	UNAV	11	41946	101.3	32636	33111	98.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		198.5					186.3		250.3	236.7				
				******												
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EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	NORTHWEST	ATIKOKAN S														
			1975-76	23460	0	9	0	14	22846	102.7	19693	18070	109.0	21155	19306	109.6
			1976-77	25620	0	9	0	12	25003	102.5	22036	20503	107.5	24363	22605	107.8
			1977-78	27160	2	9	0	12	26687	101.8	23934	22583	106.0	26575	24821	107.1
			1978-79	28660	2	9	0	12	28473	100.7	25663	24491	104.8	28145	26681	105.5
			1979-80	30210	6	9	500	12	30429	99.3	28155	26646	105.7	31296	29052	107.7
			1980-81	33100	4	9	0	12	32988	100.3	30762	29111	105.7	34230	32072	106.7
			1981-82	35500	8	9	500	12	36713	96.7	32761	32896	99.6	36655	35912	102.1
			1982-83	40968	6	9	0	12	41197	99.4	38417	37181	103.3	42554	40712	104.5
			1983-84	43016	6	9	UNAV	12	43482	98.9	40529	39086	103.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		183.4					190.3		205.8	216.3				
		DRYDEN S														
			1975-76	22520	7	9	0	10	22846	98.6	16788	18070	92.9	18057	19306	93.5
			1976-77	25170	4	9	0	10	25003	100.7	19566	20503	95.4	21656	22605	95.8
			1977-78	27000	3	9	0	10	26687	101.2	21748	22583	96.3	24055	24821	96.9
			1978-79	28620	3	9	0	10	28473	100.5	23594	24491	96.3	26111	26681	97.9
			1979-80	30335	5	9	0	10	30429	99.7	26023	26646	97.7	28777	29052	99.1
			1980-81	32365	8	9	600	10	32988	98.1	28401	29111	97.6	31697	32072	98.8
			1981-82	37171	2	9	0	11	36713	101.2	32544	32896	98.9	35969	35912	100.2
			1982-83	41563	2	9	0	11	41197	100.9	36598	37181	98.4	40743	40712	100.1
			1983-84	44231	1	9	UNAV	11	43482	101.7	38679	39086	99.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		196.4					190.3		236.4	216.3				
		FT FR-RAINY S														
			1975-76	22700	5	9	0	11	22846	99.4	17857	18070	98.8	18948	19306	98.1
			1976-77	24510	7	9	0	11	25003	98.0	20451	20503	99.7	22121	22605	97.9
			1977-78	26720	4	9	0	11	26687	100.1	22408	22583	99.2	24040	24821	96.9
			1978-79	28430	5	9	0	11	28473	99.8	24450	24491	99.8	26313	26681	98.6
			1979-80	29900	6	9	0	11	30429	98.4	26539	26646	99.6	28583	29052	98.4
			1980-81	32450	5	9	0	11	32988	99.9	29371	29111	100.9	31656	32072	98.7
			1981-82	36180	6	9	0	11	36713	98.5	32505	32896	98.8	35311	35912	98.3
			1982-83	39440	8	9	0	11	41197	95.7	36139	37181	97.2	39698	40712	97.5
			1983-84	41410	8	9	UNAV	11	43482	95.2	37256	39086	95.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		182.4					190.3		208.6	216.3				
		GERALDTON S														
			1975-76	22704	4	9	0	13	22846	99.4	17907	18070	99.1	18896	19306	97.9
			1976-77	25190	3	9	0	13	25003	100.7	20427	20503	99.6	22384	22605	99.0
			1977-78	26670	5	9	0	13	26687	99.9	21272	22583	94.2	23459	24821	94.5
			1978-79	28270	6	9	0	13	28473	99.3	23082	24491	94.2	25442	26681	95.4
			1979-80	30530	3	9	0	13	30429	100.3	25343	26646	95.1	27969	29052	96.3

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SES	AVG. AMT. OF COLA	YEARS	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	NORTHWEST	GERALDTON S	1980-81	33290	2	9	0	13	32988	100.9	27357	29111	94.0	30149	32072	94.0
			1981-82	36290	5	9	0	13	36713	98.8	30611	32896	93.1	34371	35912	95.7
			1982-83	41460	4	9	0	13	41197	100.6	34113	37181	91.7	38624	40712	94.9
			1983-84	43530	5	9	UNAV	13	43482	100.1	36601	39086	93.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		191.7					190.3		204.4	216.3				
		KENORA S														
			1975-76	23020	3	9	179	12	22846	100.8	19004	18070	105.2	20072	19306	104.0
			1976-77	24330	8	9	803	10	25003	97.3	20700	20503	101.0	23443	22605	103.7
			1977-78	25730	8	9	1060	10	26687	96.4	22380	22583	99.1	25092	24821	101.1
			1978-79	28529	4	9	214	10	28473	100.2	25477	24491	104.0	27475	26681	103.0
			1979-80	30447	4	9	0	10	30429	100.1	27629	26646	103.7	29554	29052	101.7
			1980-81	32426	7	9	482	10	32988	98.3	29893	29111	102.7	32624	32072	101.7
			1981-82	36920	3	9	0	10	36713	100.6	34045	32896	103.5	36821	35912	102.5
			1982-83	41422	5	9	0	10	41197	100.5	38695	37181	104.1	41683	40712	102.4
			1983-84	43571	4	9	UNAV	10	43482	100.2	40733	39086	104.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		189.3					190.3		214.3	216.3				
		LAKEHEAD S														
			1975-76	22598	6	9	259	11	22846	98.9	18492	18070	102.3	19655	19306	101.8
			1976-77	25303	1	9	0	11	25003	101.2	21064	20503	102.7	23087	22605	102.1
			1977-78	27300	1	9	0	11	26687	102.3	23341	22583	103.4	25503	24821	102.7
			1978-79	28938	1	9	0	11	28473	101.6	25049	24491	102.3	27167	26681	101.8
			1979-80	30749	2	9	0	11	30429	101.1	27047	26646	101.5	29410	29052	101.2
			1980-81	33161	3	9	397	11	32988	100.5	29544	29111	101.5	32564	32072	101.5
			1981-82	37529	1	9	11	11	36713	102.2	33560	32896	102.0	36432	35912	101.4
			1982-83	42000	0	9	0	11	41197	101.9	38083	37181	102.4	41480	40712	101.9
			1983-84	44100	3	9	UNAV	11	43482	101.4	39892	39086	102.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		195.2					190.3		215.7	216.3				
		LAKE SUPERIOR														
			1975-76	22036	8	9	500	13	22846	96.5	15492	18070	85.7	17759	19306	92.0
			1976-77	24628	6	9	0	12	25003	98.5	18118	20503	88.4	20491	22605	90.6
			1977-78	25800	7	9	0	12	26687	96.7	19765	22583	87.5	22351	24821	90.0
			1978-79	27610	8	9	0	11	28473	97.0	21728	24491	88.7	24330	26681	91.2
			1979-80	30900	0	9	0	11	30429	101.5	24932	26646	93.6	27544	29052	94.8
			1980-81	33650	0	9	0	11	32988	102.0	27421	29111	94.2	30612	32072	95.4
			1981-82	36780	4	9	0	10	36713	100.2	30417	32896	92.5	33681	35912	93.8
			1982-83	41561	3	9	0	10	41197	100.9	33461	37181	90.0	37534	40712	92.2
			1983-84	44154	2	9	UNAV	10	43482	101.5	35723	39086	91.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		200.4					190.3		230.6	216.3				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM						AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	NORTHWEST	HIP-RED ROCK S														
			1975-76	23200	2	9	500	12	22846	101.6	17541	18070	97.1	19375	19306	100.4
			1976-77	25038	5	9	500	12	25003	100.1	18580	20503	90.6	21297	22605	94.2
			1977-78	26449	6	9	492	12	26687	99.1	21108	22583	93.5	23758	24821	95.7
			1978-79	28000	7	9	492	11	28473	98.3	22957	24491	93.7	25469	26681	95.5
			1979-80	29960	7	9	495	11	30429	98.5	24638	26646	92.5	27687	29052	95.3
			1980-81	32652	6	9	0	11	32988	99.0	27115	29111	93.1	29861	32072	93.1
			1981-82	35750	7	9	242	11	36713	97.4	30141	32896	91.6	33290	35912	92.7
			1982-83	41572	1	9	0	11	41197	100.9	35246	37181	94.8	38254	40712	94.0
			1983-84	44499	0	9	UNAV	11	43482	102.3	38096	39086	97.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		191.8					190.3		217.2	216.3				
		RED LAKE S														
			1975-76	23375	1	9	0	13	22846	102.3	16406	18070	90.8	17589	19306	91.1
			1976-77	25238	2	9	331	13	25003	100.9	18257	20503	89.0	20196	22605	89.3
			1977-78	27357	0	9	444	13	26687	102.5	19650	22583	87.0	22130	24821	89.2
			1978-79	29200	0	9	656	13	28473	102.6	21749	24491	88.8	24260	26681	90.9
			1979-80	30800	1	9	622	13	30429	101.2	24299	26646	91.2	26798	29052	92.2
			1980-81	33300	1	9	595	11	32988	100.9	26368	29111	90.6	29228	32072	91.1
			1981-82	38300	0	9	0	11	36713	104.3	30465	32896	92.6	33971	35912	94.6
			1982-83	40790	7	9	0	11	41197	99.0	33497	37181	90.1	36488	40712	89.6
			1983-84	42829	7	9	UNAV	11	43482	98.5	36820	39086	94.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		183.2					190.3		224.4	216.3				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SCHOOLS	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	MIDNORTH	CENTRAL ALGOMA															
			1975-76	21948	7	9	0	13	22553	97.3	16798	17514	95.9	18087	18886	95.8
			1976-77	24891	3	9	0	12	24638	101.0	19363	19813	97.7	21981	22181	99.1
			1977-78	27086	0	9	0	12	26459	102.4	21371	21834	97.9	24183	24462	98.9
			1978-79	28560	0	9	0	12	27989	102.0	22354	23477	95.2	25187	26510	95.0
			1979-80	30548	3	9	0	12	30257	101.0	24121	25638	94.1	27914	28388	98.3
			1980-81	33047	4	9	0	12	32936	100.3	26973	28365	95.1	30517	31548	96.7
			1981-82	37005	4	9	0	12	36941	100.2	31100	32409	96.0	34650	35984	96.3
			1982-83	40335	7	9	0	12	40907	98.6	34041	36072	94.4	38222	39823	96.0
			1983-84	42352	7	9	UNAV	12	42950	98.6	35327	38341	92.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		193.0						190.4		210.3	218.9			
		CHAPLEAU S														
			1975-76	23040	2	9	0	11	22553	102.2	17902	17514	102.2	19233	18886	101.8
			1976-77	24838	5	9	0	11	24638	100.8	19051	19813	96.2	21289	22181	96.0
			1977-78	26147	7	9	0	11	26459	98.8	19623	21834	89.9	22067	24462	90.2
			1978-79	27337	7	9	0	11	27989	97.7	21498	23477	91.6	24493	26510	92.4
			1979-80	29735	7	9	0	11	30257	98.3	23555	25638	91.9	26804	28388	94.4
			1980-81	33010	5	9	0	11	32936	100.2	26123	28365	92.1	29425	31548	93.3
			1981-82	37015	3	9	0	11	36941	100.2	27923	32409	86.2	31699	35984	88.1
			1982-83	41446	2	9	0	11	40907	101.3	32251	36072	89.4	36713	39823	92.2
			1983-84	43519	2	9	UNAV	11	42950	101.3	33704	38341	87.9	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		188.9						190.4		188.3	218.9			
		ESPAN OLA S														
			1975-76	22761	3	9	0	12	22553	100.9	19008	17514	108.5	20007	18886	105.9
			1976-77	25220	0	9	0	12	24638	102.4	20680	19813	104.4	22814	22181	102.9
			1977-78	26905	1	9	0	12	26459	101.7	23011	21834	105.4	25169	24462	102.9
			1978-79	28400	3	9	0	11	27989	101.5	24209	23477	103.1	26376	26510	99.5
			1979-80	30602	2	9	0	11	30257	101.1	26602	25638	103.8	29185	28388	102.8
			1980-81	32805	7	9	448	11	32936	99.6	29268	28365	103.2	32327	31548	102.5
			1981-82	36682	7	9	0	11	36941	99.3	32675	32409	100.8	35649	35984	99.1
			1982-83	40390	6	9	0	11	40907	98.7	36101	36072	100.1	39124	39823	98.2
			1983-84	42410	6	9	UNAV	11	42950	98.7	38753	38341	101.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		186.3						190.4		203.9	218.9			
		HORNEPAYNE S														
			1975-76	20800	8	9	0	10	22553	92.2	14143	17514	80.8	15828	18886	83.8
			1976-77	22880	8	9	0	10	24638	92.9	17630	19813	89.0	19769	22181	89.1
			1977-78	25307	8	9	0	10	26459	95.6	17492	21834	80.1	20125	24462	82.3
			1978-79	26400	8	9	0	10	27989	94.3	19181	23477	81.7	21470	26510	81.0
			1979-80	29500	8	9	0	10	30257	97.5	22870	25638	89.2	25180	28388	88.7

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	NIDNORTH	HORNEPAYNE S	1980-81	33500	0	9	0	10		32936	101.7	26447	28365	93.2	29147	31548	92.4
			1981-82	37520	0	9	0	10		36941	101.6	30431	32409	93.9	33232	35984	92.4
			1982-83	42022	0	9	0	10		40907	102.7	33631	36072	93.2	37423	39823	94.0
			1983-84	44123	0	9	UNAV	10		42950	102.7	35887	38341	93.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		218.1						190.4		253.7	218.9				
		MANITOULIN S															
			1975-76	23600	0	9	0	12		22553	104.6	17821	17514	101.8	18902	18886	100.1
			1976-77	25100	1	9	0	12		24638	101.9	20032	19813	101.1	21878	22181	98.6
			1977-78	26500	4	9	0	12		26459	100.2	22285	21834	102.1	24570	24462	100.4
			1978-79	28310	5	9	0	12		27989	101.1	24411	23477	104.0	26718	26510	100.8
			1979-80	30290	4	9	0	12		30257	100.1	26326	25638	102.7	28861	28388	101.7
			1980-81	33077	2	9	0	12		32936	100.4	29706	28365	104.7	32734	31548	103.8
			1981-82	37000	5	9	0	12		36941	100.2	33068	32409	102.0	36374	35984	101.1
			1982-83	40700	4	9	0	12		40907	99.5	36640	36072	101.6	40147	39823	100.8
			1983-84	42735	4	9	UNAV	12		42950	99.5	38412	38341	100.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		181.1						190.4		215.5	218.9				
		MICHIPICOTEN S															
			1975-76	22300	6	9	0	12		22553	98.9	16332	17514	93.3	18027	18886	95.5
			1976-77	24416	7	9	0	12		24638	99.1	18715	19813	94.5	21260	22181	95.8
			1977-78	26372	5	9	0	12		26459	99.7	19843	21834	90.9	22696	24462	92.8
			1978-79	28455	2	9	0	12		27989	101.7	21624	23477	92.1	24719	26510	93.2
			1979-80	31000	0	9	29	12		30257	102.5	23986	25638	93.6	27225	28388	95.9
			1980-81	33135	1	9	58	12		32936	100.6	27052	28365	95.4	30354	31548	96.2
			1981-82	36945	6	9	0	12		36941	100.0	30056	32409	92.7	33754	35984	93.8
			1982-83	41750	1	9	0	12		40907	102.1	34373	36072	95.3	38772	39823	97.4
			1983-84	43845	1	9	UNAV	12		42950	102.1	36997	38341	96.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		196.6						190.4		226.5	218.9				
		NORTH SHORE S															
			1975-76	23286	1	9	513	12		22553	103.2	18026	17514	102.9	19901	18886	105.4
			1976-77	24507	6	9	893	11		24638	99.5	19661	19813	99.2	22745	22181	102.5
			1977-78	26250	6	9	798	11		26459	99.2	20667	21834	94.7	23634	24462	96.6
			1978-79	27480	6	9	1005	10		27989	98.2	21954	23477	93.5	25068	26510	94.6
			1979-80	30000	5	9	1308	11		30257	99.2	23144	25638	90.3	27011	28388	95.1
			1980-81	31800	8	9	1495	11		32936	96.6	24780	28365	87.4	29065	31548	92.1
			1981-82	37500	1	9	0	11		36941	101.5	29532	32409	91.1	32969	35984	91.6
			1982-83	41375	3	9	740	11		40907	101.1	32822	36072	91.0	37329	39823	93.7
			1983-84	43444	3	9	UNAV	11		42950	101.1	34708	38341	90.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		186.6						190.4		192.5	218.9				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	MIDNORTH	S.STE.MARIE S														
			1975-76	22490	5	9	0	12	22553	99.7	18130	17514	103.5	19170	18886	101.5
			1976-77	24890	4	9	0	12	24638	101.0	20767	19813	104.8	22721	22181	102.4
			1977-78	26815	2	9	0	12	26459	101.3	22984	21834	105.3	25466	24462	104.1
			1978-79	28555	1	9	0	12	27989	102.0	24743	23477	105.4	28984	26510	109.3
			1979-80	29985	6	9	0	12	30257	99.1	26676	25638	104.0	29376	28388	103.5
			1980-81	33000	6	9	0	12	32936	100.2	29743	28365	104.9	32829	31548	104.1
			1981-82	35310	8	9	991	12	36941	95.6	32617	32409	100.6	37059	35984	103.0
			1982-83	39643	8	9	0	12	40907	96.9	36857	36072	102.2	41054	39823	103.1
			1983-84	41625	8	9	UNAV	12	42950	96.9	38633	38341	100.8	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.1					190.4		213.1	218.9				
		SUDBURY S														
			1975-76	22756	4	9	0	12	22553	100.9	17139	17514	97.9	18640	18886	98.7
			1976-77	25000	2	9	0	12	24638	101.5	19416	19813	98.0	21926	22181	98.9
			1977-78	26750	3	9	0	12	26459	101.1	21507	21834	98.5	24216	24462	99.0
			1978-79	28400	3	9	0	12	27989	101.5	23190	23477	98.8	25806	26510	97.3
			1979-80	30650	1	9	0	12	30257	101.3	25616	25638	99.9	28181	28388	99.3
			1980-81	33051	3	9	200	12	32936	100.3	28314	28365	99.8	31385	31548	99.5
			1981-82	37496	2	9	0	12	36941	101.5	32996	32409	101.8	36273	35984	100.8
			1982-83	40500	5	9	0	12	40907	99.0	36513	36072	101.2	39947	39823	100.3
			1983-84	42501	5	9	UNAV	12	42950	99.0	39212	38341	102.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		186.8					190.4		228.8	218.9				

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EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	NORTHEAST	IROQ.FALLS S														
			1975-76	21895	6	10	0	11	22627	96.8	16465	17920	91.9	17568	19019	92.4
			1976-77	24230	6	10	0	11	24738	97.9	18868	20085	93.9	20609	22244	92.6
			1977-78	26469	4	10	0	11	26364	100.4	21029	21920	95.9	23160	24186	95.8
			1978-79	27869	6	10	0	11	28018	99.5	23049	23811	96.8	25035	26190	95.6
			1979-80	29775	5	10	0	11	29951	99.4	25019	25625	97.6	27253	28257	96.4
			1980-81	32515	6	10	0	11	32623	99.7	27702	28454	97.4	30052	31228	96.2
			1981-82	36742	1	10	0	11	36316	101.2	31685	31959	99.1	34483	35347	97.6
			1982-83	41151	0	10	0	11	40201	102.4	35757	35777	99.9	39315	39554	99.4
			1983-84	43209	0	10	UNAV	11	42251	102.3	38000	37867	100.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		197.3					186.7		230.8	211.3				
		E.PARRY SOUND														
			1975-76	22400	6	10	0	13	22627	99.0	16626	17920	92.8	17723	19019	93.2
			1976-77	24108	8	10	0	13	24738	97.5	18383	20085	91.5	20598	22244	92.6
			1977-78	25463	9	10	0	13	26364	96.6	19542	21920	89.2	22023	24186	91.1
			1978-79	27226	8	10	0	13	28018	97.2	21282	23811	89.4	23673	26190	90.4
			1979-80	29202	8	10	0	13	29951	97.5	23803	25625	92.9	26321	28257	93.1
			1980-81	31200	9	10	0	13	32623	95.6	25582	28454	89.9	28346	31228	90.8
			1981-82	35443	9	10	0	13	36316	97.6	30126	31959	94.3	33379	35347	94.4
			1982-83	40470	2	10	0	13	40201	100.7	35758	35777	99.9	40131	39554	101.5
			1983-84	42494	3	10	UNAV	13	42251	100.6	37056	37867	97.9	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		189.7					186.7		222.9	211.3				
		HEARST S														
			1975-76	22643	4	10	0	12	22627	100.1	15378	17920	85.8	15627	19019	82.2
			1976-77	24019	9	10	0	12	24738	97.1	16657	20085	82.9	18798	22244	84.5
			1977-78	25874	7	10	0	13	26364	98.1	18767	21920	85.6	20685	24186	85.5
			1978-79	28202	3	10	0	12	28018	100.7	21066	23811	88.5	23013	26190	87.9
			1979-80	30495	1	10	0	12	29951	101.8	23112	25625	90.2	25524	28257	90.3
			1980-81	33015	2	10	0	12	32623	101.2	25608	28454	90.0	28262	31228	90.5
			1981-82	35865	7	10	0	12	36316	98.8	27927	31959	87.4	30817	35347	87.2
			1982-83	39093	9	10	0	12	40201	97.2	31400	35777	87.8	34530	39554	87.3
			1983-84	41048	9	10	UNAV	12	42251	97.2	33453	37867	88.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		181.3					186.7		217.5	211.3				
		KAPUSKASING S														
			1975-76	22740	3	10	0	11	22627	100.5	17177	17920	95.9	18439	19019	97.0
			1976-77	25192	1	10	0	11	24738	101.8	19161	20085	95.4	21420	22244	96.3
			1977-78	26981	2	10	0	11	26364	102.3	20645	21920	94.2	23465	24186	97.0
			1978-79	28657	1	10	0	11	28018	102.3	22960	23811	96.4	25770	26190	98.4
			1979-80	30857	0	10	0	11	29951	103.0	25088	25625	97.9	27962	28257	99.0

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SES	AVG. AMT. OF COLA	YEARS	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	NORTHEAST	KAPUSKASING S	1980-81	33078	1	10	120	11	32623	101.4	27036	28454	95.0	30233	31228	96.8
			1981-82	36714	4	10	0	11	36316	101.1	30704	31959	96.1	34319	35347	97.1
			1982-83	40441	3	10	0	11	40201	100.6	34863	35777	97.4	38507	39554	97.4
			1983-84	42463	4	10	UNAV	11	42251	100.5	36891	37867	97.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		186.7					186.7		214.8	211.3				
		KIRKLAND LAKE														
			1975-76	22575	5	10	0	11	22627	99.8	18006	17920	100.5	19078	19019	100.3
			1976-77	25080	3	10	0	11	24738	101.4	20370	20085	101.4	22340	22244	100.4
			1977-78	26350	5	10	0	11	26364	99.9	21812	21920	99.5	23902	24186	98.8
			1978-79	28063	5	10	0	11	28018	100.2	24810	23811	104.2	26932	26190	102.8
			1979-80	29747	6	10	0	11	29951	99.3	26657	25625	104.0	29146	28257	103.1
			1980-81	32722	5	10	0	11	32623	100.3	29890	28454	105.0	32684	31228	104.7
			1981-82	36714	3	10	0	11	36316	101.1	33204	31959	103.9	36270	35347	102.6
			1982-83	40018	7	10	0	11	40201	99.5	35955	35777	100.5	39504	39554	99.9
			1983-84	42019	7	10	UNAV	11	42251	99.4	37402	37867	98.8	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		186.1					186.7		207.7	211.3				
		MUSKOKA S														
			1975-76	21887	9	10	0	13	22627	96.7	17772	17920	99.2	18717	19019	98.4
			1976-77	24220	7	10	0	13	24738	97.9	20145	20085	100.3	22203	22244	99.8
			1977-78	25479	8	10	0	13	26364	96.6	21374	21920	97.5	23514	24186	97.2
			1978-79	27008	9	10	0	13	28018	96.4	23209	23811	97.5	25521	26190	97.4
			1979-80	29704	7	10	0	13	29951	99.2	25572	25625	99.8	28035	28257	99.2
			1980-81	32260	8	10	0	13	32623	98.9	28330	28454	99.6	30912	31228	99.0
			1981-82	35709	8	10	0	13	36316	98.3	31270	31959	97.8	34239	35347	96.9
			1982-83	39308	8	10	0	13	40201	97.8	34774	35777	97.2	38092	39554	96.3
			1983-84	41273	8	10	UNAV	13	42251	97.7	36835	37867	97.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		188.6					186.7		207.3	211.3				
		NIPISSING S														
			1975-76	24010	0	10	0	11	22627	106.1	19502	17920	108.8	20660	19019	108.6
			1976-77	25700	0	10	0	11	24738	103.9	21464	20085	106.9	23823	22244	107.1
			1977-78	27125	1	10	0	11	26364	102.9	23342	21920	106.5	25766	24186	106.5
			1978-79	28550	2	10	0	11	28018	101.9	24896	23811	104.6	27406	26190	104.6
			1979-80	29995	4	10	212	11	29951	100.1	26602	25625	103.8	29444	28257	104.2
			1980-81	32932	3	10	0	11	32623	100.9	29598	28454	104.0	32432	31228	103.9
			1981-82	36024	6	10	593	11	36316	99.2	32944	31959	103.1	37027	35347	104.8
			1982-83	40115	5	10	0	11	40201	99.8	37122	35777	103.8	41104	39554	103.9
			1983-84	42525	2	10	UNAV	11	42251	100.6	39589	37867	104.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		177.1					186.7		207.0	211.3				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF BOARDS	AVG. AMT. OF COLA	YEARS	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	NORTHEAST	TIMISKAMING S														
			1975-76	22368	7	10	0	13	22627	98.9	17265	17920	96.3	18297	19019	96.2
			1976-77	24700	5	10	148	11	24738	99.8	19695	20085	98.1	22220	22244	99.9
			1977-78	26100	6	10	0	11	26364	99.0	21564	21920	98.4	23959	24186	99.1
			1978-79	27540	7	10	320	11	28018	98.3	23555	23811	98.9	26382	26190	100.7
			1979-80	29100	9	10	406	11	29951	97.2	25137	25625	98.1	28152	28257	99.6
			1980-81	32750	4	10	299	11	32623	100.4	28885	28454	101.5	31964	31228	102.4
			1981-82	36850	0	10	0	11	36316	101.5	32703	31959	102.3	35714	35347	101.0
			1982-83	41000	1	10	0	11	40201	102.0	36787	35777	102.8	40770	39554	103.1
			1983-84	43050	1	10	UNAV	11	42251	101.9	38845	37867	102.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		192.5					186.7		225.0	211.3				
		TIMMINS S														
			1975-76	22755	2	10	0	13	22627	100.6	16795	17920	93.7	18150	19019	95.4
			1976-77	25040	4	10	0	12	24738	101.2	19752	20085	98.3	21817	22244	98.1
			1977-78	27190	0	10	0	12	26364	103.1	22315	21920	101.8	24435	24186	101.0
			1978-79	28905	0	10	0	12	28018	103.2	24317	23811	102.1	26472	26190	101.1
			1979-80	30495	1	10	0	12	29951	101.8	25439	25625	99.3	28015	28257	99.1
			1980-81	33274	0	10	0	12	32623	102.0	28307	28454	99.5	31069	31228	99.5
			1981-82	36717	2	10	0	12	36316	101.1	31706	31959	99.2	35200	35347	99.6
			1982-83	40022	6	10	0	12	40201	99.6	34748	35777	97.1	38863	39554	98.3
			1983-84	42023	6	10	UNAV	12	42251	99.5	36740	37867	97.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		184.7					186.7		218.8	211.3				
		W.PARRY SOUND														
			1975-76	23000	1	10	280	11	22627	101.6	19609	17920	109.4	20896	19019	109.9
			1976-77	25100	2	10	0	11	24738	101.5	21092	20085	105.0	22749	22244	102.3
			1977-78	26606	3	10	0	11	26364	100.9	22517	21920	102.7	24217	24186	100.1
			1978-79	28165	4	10	0	11	28018	100.5	24279	23811	102.0	26321	26190	100.5
			1979-80	30140	3	10	0	11	29951	100.6	26333	25625	102.8	28370	28257	100.4
			1980-81	32488	7	10	0	11	32623	99.6	29233	28454	102.7	31577	31228	101.1
			1981-82	36387	5	10	0	11	36316	100.2	33306	31959	104.2	35759	35347	101.2
			1982-83	40390	4	10	0	11	40201	100.5	36391	35777	101.7	39514	39554	99.9
			1983-84	42410	5	10	UNAV	11	42251	100.4	38956	37867	102.9	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		184.4					186.7		198.7	211.3				
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EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE -MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	AVG. TOTAL COMPENSATION: BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	WESTERN	BRUCE CTY S														
			1975-76	22600	0	12	0	11	22244	101.6	18179	18226	99.7	19371	19494	99.4
			1976-77	24500	0	12	0	11	24166	101.4	20075	20167	99.5	22129	22427	98.7
			1977-78	25970	3	12	0	11	25825	100.6	21709	21844	99.4	23892	24085	99.2
			1978-79	27600	4	12	0	11	27615	99.9	23194	23783	97.5	25447	26198	97.1
			1979-80	29919	2	12	0	11	29543	101.3	25488	25797	98.8	27866	28715	97.0
			1980-81	32672	1	12	0	11	32179	101.5	27948	28462	98.2	30439	31705	96.0
			1981-82	35858	8	12	35	11	35940	99.8	31434	32107	97.9	34397	35490	96.9
			1982-83	39085	9	12	0	11	39710	98.4	34592	35876	96.4	37971	39495	96.1
			1983-84	41039	9	12	UNAV	11	41695	98.4	36193	37713	96.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		181.6					187.4		199.1	206.9				
		ELGIN S														
			1975-76	22100	7	12	0	12	22244	99.4	17740	18226	97.3	18935	19494	97.1
			1976-77	24000	9	12	0	12	24166	99.3	19432	20167	96.4	21326	22427	95.1
			1977-78	25500	10	12	0	12	25825	98.7	20969	21844	96.0	23229	24085	96.4
			1978-79	27500	5	12	0	12	27615	99.6	22499	23783	94.6	24731	26198	94.4
			1979-80	29400	8	12	0	12	29543	99.5	24226	25797	93.9	26747	28715	93.1
			1980-81	32500	3	12	0	12	32179	101.0	27519	28462	96.7	30144	31705	95.1
			1981-82	36000	7	12	0	12	35940	100.2	30578	32107	95.2	33382	35490	94.1
			1982-83	40300	3	12	0	12	39710	101.5	34230	35876	95.4	37392	39495	94.7
			1983-84	42315	3	12	UNAV	12	41695	101.5	36405	37713	96.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		191.5					187.4		205.2	206.9				
		ESSEX CTY S														
			1975-76	21[illegible]	1[illegible]	12	0	1[illegible]	22244	97.8	17360	18226	95.2	18370	19494	94.2
			1976-77	24120	7	12	0	12	24166	99.8	19837	20167	98.4	21835	22427	97.4
			1977-78	25983	2	12	0	12	25825	100.6	20942	21844	95.9	23238	24085	96.5
			1978-79	27614	3	12	295	12	27615	100.0	23492	23783	98.8	26102	26198	99.6
			1979-80	28900	11	12	1568	10	29543	97.8	25029	25797	97.0	28950	28715	100.8
			1980-81	31900	10	12	1437	10	32179	99.1	28078	28462	98.7	32095	31705	101.2
			1981-82	34750	10	12	1407	10	35940	96.7	30924	32107	96.3	35255	35490	99.3
			1982-83	39978	5	12	0	10	39710	100.7	36321	35876	101.2	39058	39495	98.9
			1983-84	41980	5	12	UNAV	10	41695	100.7	38169	37713	101.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		193.0					187.4		219.9	206.9				
		GREY CTY S														
			1975-76	22560	1	12	1003	12	22244	101.4	18902	18226	103.7	21277	19494	109.1
			1976-77	24000	9	12	1595	12	24166	99.3	20458	20167	101.4	24002	22427	107.0
			1977-78	26000	1	12	420	12	25825	100.7	22605	21844	103.5	24942	24085	103.6
			1978-79	28162	1	12	0	12	27615	102.0	24804	23783	104.3	26693	26198	101.9
			1979-80	30042	0	12	117	12	29543	101.7	26605	25797	103.1	28650	28715	99.8

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE -MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	WESTERN	GREY CTY S	1980-81	32055	8	12	297	12	32179	99.6	28284	28462	99.4	30969	31705	97.7
			1981-82	36915	0	12	0	12	35940	102.7	32571	32107	101.4	35243	35490	99.3
			1982-83	39736	7	12	0	12	39710	100.1	35414	35876	98.7	38416	39495	97.3
			1983-84	41723	7	12	UNAV	12	41695	100.1	37631	37713	99.8	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		184.9					187.4		199.1	206.9				
		HURON CTY S														
			1975-76	21900	10	12	93	10	22244	98.5	18016	18226	98.8	19476	19494	99.9
			1976-77	23800	11	12	654	10	24166	98.5	19704	20167	97.7	22569	22427	100.6
			1977-78	25550	9	12	0	10	25825	98.9	21722	21844	99.4	23880	24085	99.1
			1978-79	27275	10	12	0	10	27615	98.8	23502	23783	98.8	25761	26198	98.3
			1979-80	29184	10	12	0	10	29543	98.8	25850	25797	100.2	27864	28715	97.0
			1980-81	31922	9	12	0	10	32179	99.2	28645	28462	100.6	31324	31705	98.8
			1981-82	36310	3	12	0	10	35940	101.0	32902	32107	102.5	35596	35490	100.3
			1982-83	40400	0	12	0	10	39710	101.7	37101	35876	103.4	40295	39495	102.0
			1983-84	42420	0	12	UNAV	10	41695	101.7	39347	37713	104.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		193.7					187.4		218.4	206.9				
		KENT CTY S														
			1975-76	22015	9	12	0	11	22244	99.0	18028	18226	98.9	18989	19494	97.4
			1976-77	24380	1	12	0	11	24166	100.9	19955	20167	98.9	22291	22427	99.4
			1977-78	25950	4	12	0	11	25825	100.5	21729	21844	99.5	24019	24085	99.7
			1978-79	27500	5	12	0	11	27615	99.6	23174	23783	97.4	25518	26198	97.4
			1979-80	30000	1	12	0	11	29543	101.5	26008	25797	100.8	28587	28715	99.6
			1980-81	32800	0	12	0	11	32179	101.9	28809	28462	101.2	31672	31705	99.9
			1981-82	36360	2	12	0	11	35940	101.2	32446	32107	101.1	35605	35490	100.3
			1982-83	39632	8	12	0	11	39710	99.8	36090	35876	100.6	39509	39495	100.0
			1983-84	41614	8	12	UNAV	11	41695	99.8	38252	37713	101.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		189.0					187.4		212.2	206.9				
		LAMBTON CTY S														
			1975-76	22400	4	12	0	12	22244	100.7	17325	18226	95.1	18579	19494	95.3
			1976-77	24200	5	12	0	12	24166	100.1	19046	20167	94.4	21061	22427	93.9
			1977-78	25894	6	12	0	12	25825	100.3	20712	21844	94.8	22603	24085	93.8
			1978-79	27440	7	12	0	12	27615	99.4	22508	23783	94.6	24947	26198	95.2
			1979-80	29700	3	12	0	12	29543	100.5	25309	25797	98.1	27709	28715	96.5
			1980-81	32416	4	12	0	12	32179	100.7	28273	28462	99.3	30964	31705	97.7
			1981-82	35424	9	12	523	12	35940	98.6	31427	32107	97.9	34788	35490	98.0
			1982-83	40400	0	12	0	12	39710	101.7	36611	35876	102.0	40091	39495	101.5
			1983-84	42420	0	12	UNAV	12	41695	101.7	39014	37713	103.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		189.4					187.4		225.2	206.9				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	CA3 OF	AVG. AMT. OF COLA	YEARS	TOM AX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	WESTERN	LONDON S															
			1975-76	22336	5	12	0	12		22244	100.4	18629	18226	102.2	19795	19494	101.5
			1976-77	24042	8	12	0	11		24166	99.5	20725	20167	102.8	23032	22427	102.7
			1977-78	26200	0	12	0	10		25825	101.5	22691	21844	103.9	25136	24085	104.4
			1978-79	28000	2	12	0	10		27615	101.4	24590	23783	103.4	27509	26198	105.0
			1979-80	29340	9	12	488	10		29543	99.3	26312	25797	102.0	29552	28715	102.9
			1980-81	32350	5	12	0	10		32179	100.5	29317	28462	103.0	32158	31705	101.4
			1981-82	34620	11	12	702	10		35940	96.3	31825	32107	99.1	35564	35490	100.2
			1982-83	38585	10	12	0	10		39710	97.2	35767	35876	99.7	39300	39495	99.5
			1983-84	40514	10	12	UNAV	10		41695	97.2	36772	37713	97.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		181.4						187.4		197.4	206.9				
		MIDDLESEX CTY															
			1975-76	22450	3	12	299	12		22244	100.9	18020	18226	98.9	19665	19494	100.9
			1976-77	24275	2	12	0	12		24166	100.5	19626	20167	97.3	21769	22427	97.1
			1977-78	25700	8	12	0	12		25825	99.5	21238	21844	97.2	23510	24085	97.6
			1978-79	27300	8	12	0	12		27615	98.9	22933	23783	96.4	25199	26198	96.2
			1979-80	29500	5	12	0	12		29543	99.9	25167	25797	97.6	27546	28715	95.9
			1980-81	32210	7	12	0	12		32179	100.1	28053	28462	98.6	30698	31705	96.8
			1981-82	36050	6	12	0	12		35940	100.3	31887	32107	99.3	34845	35490	98.2
			1982-83	40290	4	12	0	12		39710	101.5	36121	35876	100.7	39568	39495	100.2
			1983-84	42305	4	12	UNAV	12		41695	101.5	37936	37713	100.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		188.4						187.4		210.5	206.9				
		OXFORD CTY S															
			1975-76	22220	6	12	0	11		22244	99.9	18392	18226	100.9	19702	19494	101.1
			1976-77	24235	4	12	0	11		24166	100.3	20275	20167	100.5	22525	22427	100.4
			1977-78	25760	7	12	0	11		25825	99.7	21550	21844	98.7	23769	24085	98.7
			1978-79	27000	11	12	0	11		27615	97.8	22849	23783	96.1	25177	26198	96.1
			1979-80	29500	5	12	0	11		29543	99.9	25544	25797	99.0	28019	28715	97.6
			1980-81	32600	2	12	0	11		32179	101.3	28501	28462	100.1	31194	31705	98.4
			1981-82	36512	1	12	0	11		35940	101.6	32388	32107	100.9	35443	35490	99.9
			1982-83	39798	6	12	0	11		39710	100.2	35041	35876	97.7	38301	39495	97.0
			1983-84	41788	6	12	UNAV	11		41695	100.2	37026	37713	98.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		188.1						187.4		201.3	206.9				
		PERTH S															
			1975-76	22054	8	12	0	12		22244	99.1	17905	18226	98.2	19152	19494	98.2
			1976-77	24200	5	12	0	11		24166	100.1	19987	20167	99.1	21783	22427	97.1
			1977-78	25940	5	12	0	11		25825	100.4	21817	21844	99.9	23608	24085	98.0

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	WESTERN	PERTH S	1978-79	27300	8	12	0	11	27615	98.9	23230	23783	97.7	25098	26198	95.8
			1979-80	29480	7	12	0	11	29543	99.8	25535	25797	99.0	27597	28715	96.1
			1980-81	32280	6	12	0	11	32179	100.3	28521	28462	100.2	30650	31705	96.7
			1981-82	36286	4	12	0	11	35940	101.0	32472	32107	101.1	35006	35490	98.6
			1982-83	40310	2	12	0	11	39710	101.5	36486	35876	101.7	39142	39495	99.1
			1983-84	42326	2	12	UNAV	11	41695	101.5	38379	37713	101.8	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		191.9					187.4		214.4	206.9				
		WINDSOR S														
			1975-76	22543	2	12	0	10	22244	101.3	19093	18226	104.8	20232	19494	103.8
			1976-77	24235	3	12	0	9	24166	100.3	21061	20167	104.4	23198	22427	103.4
			1977-78	25457	11	12	0	9	25825	98.6	22543	21844	103.2	24800	24085	103.0
			1978-79	28692	0	12	0	9	27615	103.9	25414	23783	106.9	27647	26198	105.5
			1979-80	29553	4	12	1487	9	29543	100.0	26588	25797	103.1	30609	28715	106.6
			1980-81	30440	11	12	3010	9	32179	94.6	28043	28462	98.5	33732	31705	106.4
			1981-82	36191	5	12	645	9	35940	100.7	33885	32107	105.5	37686	35490	106.2
			1982-83	38001	11	12	2234	9	39710	95.7	35997	35876	100.3	42021	39495	106.4
			1983-84	39901	11	12	UNAV	9	41695	95.7	38094	37713	101.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		177.0					187.4		199.5	206.9				

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EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	CENTRAL	BRANT CTY S	1975-76	22050	22	27	0	11	22572	97.7	18110	18530	97.7	19322	19783	97.7
			1976-77	24400	20	27	0	11	24780	98.5	20271	20717	97.8	22208	22782	97.5
			1977-78	25950	24	27	0	11	26540	97.8	22054	22668	97.3	24155	24826	97.3
			1978-79	27637	25	27	0	11	28231	97.9	23529	24422	96.3	25561	26719	95.7
			1979-80	29630	22	27	0	11	30181	98.2	25256	26467	95.4	27519	28913	95.2
			1980-81	32500	21	27	0	11	33001	98.5	28318	29361	96.4	30914	31966	96.7
			1981-82	35550	26	27	0	11	36742	96.8	31386	32843	95.6	34410	35738	96.3
			1982-83	38750	26	27	0	11	40366	96.0	34404	36357	94.6	37626	39670	94.8
			1983-84	40688	26	27	UNAV	11	42391	96.0	36269	38332	94.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		184.5					187.8		200.3	206.9				
		DUFFERIN C S	1975-76	22358	16	27	0	13	22572	99.1	17362	18530	93.7	18783	19783	94.9
			1976-77	24395	23	27	0	11	24780	98.4	19685	20717	95.0	21640	22782	95.0
			1977-78	26614	15	27	0	11	26540	100.3	21378	22668	94.3	23236	24826	93.6
			1978-79	28251	15	27	0	11	28231	100.1	23109	24422	94.6	24927	26719	93.3
			1979-80	29890	17	27	0	11	30181	99.0	24336	26467	91.9	26376	28913	91.2
			1980-81	32820	15	27	0	11	33001	99.5	27128	29361	92.4	29292	31966	91.6
			1981-82	36200	24	27	0	11	36742	98.5	30199	32843	92.0	32622	35738	91.3
			1982-83	39458	25	27	0	11	40366	97.8	33718	36357	92.7	36361	39670	91.7
			1983-84	41431	25	27	UNAV	11	42391	97.7	35169	38332	91.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.3					187.8		202.6	206.9				
		DURHAM S	1975-76	23202	4	27	119	11	22572	102.8	18676	18530	100.8	19881	19783	100.5
			1976-77	25340	4	27	0	11	24780	102.3	20682	20717	99.8	22637	22782	99.4
			1977-78	26830	12	27	0	11	26540	101.1	22064	22668	97.3	24151	24826	97.3
			1978-79	28306	14	27	0	11	28231	100.3	23512	24422	96.3	25711	26719	96.2
			1979-80	30429	6	27	0	11	30181	100.8	25337	26467	95.7	27758	28913	96.0
			1980-81	33411	6	27	0	11	33001	101.2	28142	29361	95.8	30754	31966	96.2
			1981-82	36994	7	27	0	11	36742	100.7	31198	32843	95.0	34178	35738	95.6
			1982-83	40548	11	27	0	11	40366	100.5	34745	36357	95.6	38110	39670	96.1
			1983-84	42575	11	27	UNAV	11	42391	100.4	36471	38332	95.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		183.5					187.8		195.3	206.9				
		EAST YORK S	1975-76	22619	8	27	0	12	22572	100.2	17824	18530	96.2	18825	19783	95.2
			1976-77	24820	10	27	357	11	24780	100.2	20281	20717	97.9	23197	22782	101.8
			1977-78	26997	2	27	0	10	26540	101.7	21851	22668	96.4	23751	24826	95.7
			1978-79	28617	3	27	0	10	28231	101.4	23624	24422	96.7	25512	26719	95.5
			1979-80	30334	8	27	128	10	30181	100.5	25506	26467	96.4	29439	28913	101.8

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM						AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SES	AVG. AMT. OF COLA	YEARS	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	CENTRAL	EAST YORK S	1980-81	33443	2	27	0	10	33001	101.3	28608	29361	97.4	31123	31966	97.4
			1981-82	36720	12	27	39	10	36742	99.9	32033	32843	97.5	34912	35738	97.7
			1982-83	40025	17	27	0	10	40366	99.2	35747	36357	98.3	38882	39670	98.0
			1983-84	42026	17	27	UNAV	10	42391	99.1	37697	38332	98.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.8					187.8		211.5	206.9				
		ETOBICOKE S														
			1975-76	22619	8	27	0	12	22572	100.2	18891	18530	101.9	20464	19783	103.4
			1976-77	24820	10	27	120	11	24780	100.2	21002	20717	101.4	23003	22782	101.0
			1977-78	26997	2	27	0	10	26540	101.7	23359	22668	103.0	25311	24826	102.0
			1978-79	28617	3	27	0	10	28231	101.4	25303	24422	103.6	27517	26719	103.0
			1979-80	30334	8	27	143	10	30181	100.5	27388	26467	103.5	29857	28913	103.3
			1980-81	33443	2	27	0	10	33001	101.3	30700	29361	104.6	33323	31966	104.2
			1981-82	36720	12	27	39	10	36742	99.9	33440	32843	101.8	36406	35738	101.9
			1982-83	40025	17	27	0	10	40366	99.2	37379	36357	102.8	40619	39670	102.4
			1983-84	42026	17	27	UNAV	10	42391	99.1	39553	38332	103.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.8					187.8		209.4	206.9				
		HALDIMAND S														
			1975-76	21972	23	27	0	11	22572	97.3	17083	18530	92.2	18412	19783	93.1
			1976-77	24372	24	27	0	12	24780	98.4	19302	20717	93.2	21176	22782	93.0
			1977-78	25955	23	27	0	12	26540	97.8	20901	22668	92.2	23243	24826	93.6
			1978-79	28019	16	27	0	12	28231	99.2	22679	24422	92.9	24990	26719	93.5
			1979-80	29609	23	27	0	12	30181	98.1	24662	26467	93.2	27114	28913	93.8
			1980-81	32806	17	27	0	11	33001	99.4	28563	29361	97.3	31359	31966	98.1
			1981-82	36827	11	27	0	11	36742	100.2	32366	32843	98.5	35327	35738	98.9
			1982-83	40141	14	27	0	11	40366	99.4	35482	36357	97.6	38809	39670	97.8
			1983-84	42148	14	27	UNAV	11	42391	99.4	37372	38332	97.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		191.8					187.8		218.8	206.9				
		HALIBURTON S														
			1975-76	21750	25	27	0	14	22572	96.4	16181	18530	87.3	16992	19783	85.9
			1976-77	23450	26	27	0	12	24780	94.6	17890	20717	86.4	19482	22782	85.5
			1977-78	24787	26	27	0	12	26540	93.4	19419	22668	85.7	21191	24826	85.4
			1978-79	27020	26	27	383	11	28231	95.7	21598	24422	88.4	23686	26719	88.6
			1979-80	29522	26	27	65	11	30181	97.8	24161	26467	91.3	26581	28913	91.9
			1980-81	32495	23	27	91	11	33001	98.5	27371	29361	93.2	29831	31966	93.3
			1981-82	36880	9	27	0	11	36742	100.4	31570	32843	96.1	34005	35738	95.2
			1982-83	41255	1	27	0	11	40366	102.2	35941	36357	98.9	38773	39670	97.7
			1983-84	43315	2	27	UNAV	11	42391	102.2	38809	38332	101.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		199.1					187.8		239.8	206.9				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM						AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SES	AVG. AMT. OF COLA	YEARS AT MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	CENTRAL	HALTON S														
			1975-76	23500	1	27	0	12	22572	104.1	18522	18530	100.0	19674	19783	99.5
			1976-77	25350	3	27	0	12	24780	102.3	20308	20717	98.0	22225	22782	97.6
			1977-78	26843	11	27	0	12	26540	101.1	21914	22668	96.7	23925	24826	96.4
			1978-79	28454	10	27	0	12	28231	100.8	23633	24422	96.8	25904	26719	96.9
			1979-80	30446	5	27	0	12	30181	100.9	25582	26467	96.7	27801	28913	96.2
			1980-81	32577	20	27	0	12	33001	98.7	27784	29361	94.6	30241	31966	94.6
			1981-82	37073	4	27	0	12	36742	100.9	31910	32843	97.2	34658	35738	97.0
			1982-83	40761	6	27	0	12	40366	101.0	35664	36357	98.1	39059	39670	98.5
			1983-84	42799	6	27	UNAV	12	42391	101.0	37701	38332	98.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		182.1					187.8		203.5	206.9				
		HAMILTON S														
			1975-76	23500	1	27	0	11	22572	104.1	19250	18530	103.9	20517	19783	103.7
			1976-77	25380	0	27	0	11	24780	102.4	21207	20717	102.4	23428	22782	102.8
			1977-78	26903	9	27	0	11	26540	101.4	22924	22668	101.1	25569	24826	103.0
			1978-79	28750	2	27	0	11	28231	101.8	24999	24422	102.4	27440	26719	102.7
			1979-80	30906	1	27	0	11	30181	102.4	26971	26467	101.9	29594	28913	102.4
			1980-81	33317	9	27	0	11	33001	101.0	30058	29361	102.4	32710	31966	102.3
			1981-82	37515	1	27	0	11	36742	102.1	34258	32843	104.3	37076	35738	103.7
			1982-83	40660	9	27	0	11	40366	100.7	37365	36357	102.8	40451	39670	102.0
			1983-84	42693	9	27	UNAV	11	42391	100.7	39143	38332	102.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		181.7					187.8		203.3	206.9				
		HASTINGS CTY S														
			1975-76	22400	15	27	326	13	22572	99.2	17537	18530	94.6	19154	19783	96.8
			1976-77	24500	19	27	0	13	24780	98.9	18850	20717	91.0	21092	22782	92.6
			1977-78	26000	21	27	0	13	26540	98.0	20972	22668	92.5	23191	24826	93.4
			1978-79	27660	23	27	0	13	28231	98.0	22833	24422	93.5	25144	26719	94.1
			1979-80	29780	19	27	0	13	30181	98.7	25330	26467	95.7	27769	28913	96.0
			1980-81	32809	16	27	0	13	33001	99.4	28261	29361	96.3	30870	31966	96.6
			1981-82	36615	19	27	0	13	36742	99.7	32093	32843	97.7	35074	35738	98.1
			1982-83	40053	15	27	0	13	40366	99.2	35485	36357	97.6	38646	39670	97.4
			1983-84	42056	15	27	UNAV	13	42391	99.2	37526	38332	97.9	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		187.8					187.8		214.0	206.9				
		LINCOLN CTY S														
			1975-76	22851	7	27	0	13	22572	101.2	19256	18530	103.9	20523	19783	103.7
			1976-77	25359	2	27	0	11	24780	102.3	21860	20717	105.5	23898	22782	104.9
			1977-78	27471	0	27	0	11	26540	103.5	23971	22668	105.7	26204	24826	105.5

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	CENTRAL	LINCOLN CTY S	1978-79	29257	0	27	0	11		28231	103.6	25843	24422	105.8	28327	26719	106.0
			1979-80	31232	0	27	0	11		30181	103.5	28105	26467	106.2	30657	28913	106.0
			1980-81	33887	1	27	0	11		33001	102.7	30840	29361	105.0	33687	31966	105.4
			1981-82	37530	0	27	0	11		36742	102.1	34371	32843	104.7	37421	35738	104.7
			1982-83	40908	5	27	0	11		40366	101.3	37895	36357	104.2	41480	39670	104.6
			1983-84	42953	5	27	UNAV	11		42391	101.3	39690	38332	103.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		188.0						187.8		206.1	206.9				
		NIAGARA SOUTH															
			1975-76	22248	20	27	0	13		22572	98.6	17765	18530	95.9	19046	19783	96.3
			1976-77	24093	25	27	0	13		24780	97.2	19687	20717	95.0	22184	22782	97.4
			1977-78	25473	25	27	0	13		26540	96.0	21057	22668	92.9	23794	24826	95.8
			1978-79	27811	19	27	0	13		28231	98.5	23593	24422	96.6	26350	26719	98.6
			1979-80	29922	16	27	0	13		30181	99.1	26151	26467	98.8	28950	28913	100.1
			1980-81	33200	11	27	0	12		33001	100.6	29934	29361	102.0	32996	31966	103.2
			1981-82	36975	8	27	0	12		36742	100.6	33652	32843	102.5	37013	35738	103.6
			1982-83	40610	10	27	0	12		40366	100.6	37000	36357	101.8	40879	39670	103.0
			1983-84	42641	10	27	UNAV	12		42391	100.6	38522	38332	100.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		191.7						187.8		216.8	206.9				
		NORFOLK CTY S															
			1975-76	22140	21	27	0	10		22572	98.1	18440	18530	99.5	19660	19783	99.4
			1976-77	24400	20	27	0	10		24780	98.5	20952	20717	101.1	22956	22782	100.8
			1977-78	26000	21	27	0	10		26540	98.0	22687	22668	100.1	25042	24826	100.9
			1978-79	27650	24	27	0	10		28231	97.9	24356	24422	99.7	26834	26719	100.4
			1979-80	29550	25	27	689	10		30181	97.9	26006	26467	98.3	29125	28913	100.7
			1980-81	32500	21	27	1070	10		33001	98.5	29101	29361	99.1	33043	31966	103.4
			1981-82	36100	25	27	1025	10		36742	98.3	32398	32843	98.6	36616	35738	102.5
			1982-83	40002	24	27	0	10		40366	99.1	35774	36357	98.4	39087	39670	98.5
			1983-84	42002	24	27	UNAV	10		42391	99.1	37599	38332	98.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		189.7						187.8		203.9	206.9				
		NORTHUMBERLAND															
			1975-76	23100	5	27	85	12		22572	102.3	18119	18530	97.8	18991	19783	96.0
			1976-77	25000	7	27	0	12		24780	100.9	19844	20717	95.8	21963	22782	96.4
			1977-78	26450	16	27	0	12		26540	99.7	21580	22668	95.2	23579	24826	95.0
			1978-79	28000	17	27	0	12		28231	99.2	22903	24422	93.8	25079	26719	93.9
			1979-80	29841	18	27	0	12		30181	98.9	25162	26467	95.1	27348	28913	94.6
			1980-81	32116	25	27	0	12		33001	97.3	27741	29361	94.5	30048	31966	94.0
			1981-82	36324	21	27	0	12		36742	98.9	31998	32843	97.4	34579	35738	96.8
			1982-83	40320	12	27	0	12		40366	99.9	35241	36357	96.9	38360	39670	96.7
			1983-84	42326	12	27	UNAV	12		42391	99.9	37193	38332	97.0	UNAVAIL	UNAVAIL	UNAVAIL

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SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CLASSES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	CENTRAL	NORTHUMBERLAND																
		% <1ST YR=100>		183.3							187.8		204.8	206.9				
		NORTH YORK S																
			1975-76	22619	8	27		0	12		22572	100.2	18542	18530	100.1	19782	19783	100.0
			1976-77	24820	10	27		404	11		24780	100.2	20838	20717	100.6	22984	22782	100.9
			1977-78	26997	2	27		0	10		26540	101.7	23488	22668	103.6	25201	24826	101.5
			1978-79	28617	3	27		0	10		28231	101.4	24981	24422	102.3	27008	26719	101.1
			1979-80	30334	8	27		103	10		30181	100.5	27169	26467	102.7	29323	28913	101.4
			1980-81	33443	2	27		0	10		33001	101.3	30338	29361	103.3	32687	31966	102.3
			1981-82	36720	12	27		39	10		36742	99.9	33586	32843	102.3	36100	35738	101.0
			1982-83	40025	17	27		0	10		40366	99.2	37005	36357	101.8	39913	39670	100.6
			1983-84	42026	17	27		UNAV	10		42391	99.1	39183	38332	102.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.8							187.8		211.3	206.9				
		PEEL S																
			1975-76	22323	18	27		0	12		22572	98.9	18209	18530	98.3	19457	19783	98.4
			1976-77	25139	6	27		0	11		24780	101.4	20640	20717	99.6	22505	22782	98.8
			1977-78	27150	1	27		0	11		26540	102.3	22570	22668	99.6	25062	24826	101.0
			1978-79	28779	1	27		0	11		28231	101.9	24229	24422	99.2	26833	26719	100.4
			1979-80	30800	3	27		0	11		30181	102.1	26428	26467	99.9	29205	28913	101.0
			1980-81	33100	12	27		0	11		33001	100.3	28694	29361	97.7	31788	31966	99.4
			1981-82	37072	5	27		0	11		36742	100.9	32326	32843	98.4	35507	35738	99.4
			1982-83	41521	0	27		0	11		40366	102.9	36633	36357	100.8	40149	39670	101.2
			1983-84	43597	0	27		UNAV	11		42391	102.8	38832	38332	101.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		195.3							187.8		213.3	206.9				
		PETERBOROUGH S																
			1975-76	22300	19	27		280	12		22572	98.8	18449	18530	99.6	19536	19783	98.8
			1976-77	24700	17	27		0	12		24780	99.7	20818	20717	100.5	22455	22782	98.6
			1977-78	26150	19	27		0	12		26540	98.5	22305	22668	98.4	24114	24826	97.1
			1978-79	27750	21	27		0	12		28231	98.3	23903	24422	97.9	25815	26719	96.6
			1979-80	29766	20	27		0	12		30181	98.6	25859	26467	97.7	28032	28913	97.0
			1980-81	32748	18	27		0	12		33001	99.2	28675	29361	97.7	31026	31966	97.1
			1981-82	36530	20	27		0	12		36742	99.4	32627	32843	99.3	35446	35739	99.2
			1982-83	40682	8	27		0	12		40366	100.8	37067	36357	102.0	40392	39670	101.8
			1983-84	42716	8	27		UNAV	12		42391	100.8	39114	38332	102.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		191.6							187.8		212.0	206.9				
		PRI NCE EDWARD																
			1975-76	22500	14	27		0	13		22572	99.7	17371	18530	93.7	17371	19783	87.8

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	CENTRAL	PRINCE EDWARD	1976-77	24800	16	27	0	13	24780	100.1	19556	20717	94.4	21530	22782	94.5
			1977-78	26150	19	27	0	13	26540	98.5	21340	22668	94.1	23456	24826	94.5
			1978-79	27800	20	27	0	13	28231	98.5	22650	24422	92.7	24736	26719	92.6
			1979-80	29607	24	27	0	13	30181	98.1	24557	26467	92.8	26606	28913	92.0
			1980-81	32250	24	27	0	13	33001	97.7	27669	29361	94.2	29780	31966	93.2
			1981-82	36205	23	27	0	13	36742	98.5	31619	32843	96.3	34024	35738	95.2
			1982-83	40053	15	27	0	13	40366	99.2	35603	36357	97.9	38491	39670	97.0
			1983-84	42056	15	27	UNAV	13	42391	99.2	37982	38332	99.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		186.9					187.8		218.6	206.9				
		SCARBOROUGH S														
			1975-76	22619	8	27	0	12	22572	100.2	18221	18530	98.3	19233	19783	97.2
			1976-77	24820	10	27	212	11	24780	100.2	20564	20717	99.3	22488	22782	98.7
			1977-78	26997	2	27	0	10	26540	101.7	22738	22668	100.3	24565	24826	98.9
			1978-79	28617	3	27	0	10	28231	101.4	24581	24422	100.6	26744	26719	100.1
			1979-80	30334	8	27	123	10	30181	100.5	26298	26467	99.4	28563	28913	98.8
			1980-81	33443	2	27	0	10	33001	101.3	29348	29361	100.0	31663	31966	99.1
			1981-82	36720	12	27	39	10	36742	99.9	32685	32843	99.5	35318	35738	98.8
			1982-83	40025	17	27	0	10	40366	99.2	36187	36357	99.5	39615	39670	99.9
			1983-84	42026	17	27	UNAV	10	42391	99.1	38137	38332	99.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.8					187.8		209.3	206.9				
		SIMCOE CTY S														
			1975-76	23660	0	27	0	11	22572	104.8	19526	18530	105.4	20652	19783	104.4
			1976-77	25365	1	27	0	11	24780	102.4	21315	20717	102.9	23300	22782	102.3
			1977-78	26887	10	27	0	11	26540	101.3	22811	22668	100.6	24885	24826	100.2
			1978-79	28500	9	27	0	11	28231	101.0	24487	24422	100.3	26758	26719	100.1
			1979-80	30774	4	27	0	11	30181	102.0	26694	26467	100.9	29024	28913	100.4
			1980-81	34300	0	27	0	11	33001	103.9	30200	29361	102.9	32704	31966	102.3
			1981-82	37180	3	27	0	11	36742	101.2	33303	32843	101.4	35980	35738	100.7
			1982-83	41037	3	27	0	11	40366	101.7	36532	36357	100.5	39666	39670	100.0
			1983-84	43089	3	27	UNAV	11	42391	101.6	38094	38332	99.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		182.1					187.8		195.1	206.9				
		TORONTO S														
			1975-76	22619	8	27	0	12	22572	100.2	19052	18530	102.8	20052	19783	101.4
			1976-77	24820	10	27	195	11	24780	100.2	21230	20717	102.5	23092	22782	101.4
			1977-78	26997	2	27	0	10	26540	101.7	23510	22668	103.7	25436	24826	102.5
			1978-79	28617	3	27	0	10	28231	101.4	25440	24422	104.2	27472	26719	102.8
			1979-80	30334	8	27	132	10	30181	100.5	27284	26467	103.1	29568	28913	102.3
			1980-81	33378	7	27	0	10	33001	101.1	30462	29361	103.7	32912	31966	103.0
			1981-82	36720	12	27	39	10	36742	99.9	33615	32843	102.3	36347	35738	101.7

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY		AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF S	CAS E	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	CENTRAL	TORONTO S	1982-83	40025	17	27		0	10		40366	99.2	36444	36357	100.2	39722	39670	100.1
			1983-84	42026	17	27		UNAV	10		42391	99.1	38811	38332	101.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.8							187.8		203.7	206.9				
		VICTORIA S																
			1975-76	22350	17	27		0	12		22572	99.0	17908	18530	96.6	19204	19783	97.1
			1976-77	24700	17	27		0	12		24780	99.7	20060	20717	96.8	22144	22782	97.2
			1977-78	26180	18	27		0	12		26540	98.6	21341	22668	94.1	23508	24826	94.7
			1978-79	27700	22	27		0	12		28231	98.1	22801	24422	93.4	25032	26719	93.7
			1979-80	29639	21	27		0	12		30181	98.2	24800	26467	93.7	27100	28913	93.7
			1980-81	32010	26	27		0	12		33001	97.0	27519	29361	93.7	29903	31966	93.5
			1981-82	36850	10	27		0	12		36742	100.3	32182	32843	98.0	35119	35738	98.3
			1982-83	40170	13	27		0	12		40366	99.5	35471	36357	97.6	38536	39670	97.1
			1983-84	42179	13	27		UNAV	12		42391	99.5	36857	38332	96.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		188.7							187.8		205.8	206.9				
		WATERLOO CTY S																
			1975-76	23002	6	27		1198	12		22572	101.9	19012	18530	102.6	21507	19783	108.7
			1976-77	24851	8	27		661	10		24780	100.3	21491	20717	103.7	24273	22782	106.5
			1977-78	26914	8	27		1109	10		26540	101.4	23345	22668	103.0	27138	24826	109.3
			1978-79	28448	11	27		1173	10		28231	100.8	24914	24422	102.0	28537	26719	106.8
			1979-80	30838	2	27		0	10		30181	102.2	27292	26467	103.1	30250	28913	104.6
			1980-81	32860	14	27		476	10		33001	99.6	29224	29361	99.5	32283	31966	101.0
			1981-82	36639	18	27		571	10		36742	99.7	32624	32843	99.3	36143	35738	101.1
			1982-83	41008	4	27		0	10		40366	101.6	36511	36357	100.4	39919	39670	100.6
			1983-84	43058	4	27		UNAV	10		42391	101.6	38211	38332	99.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		187.2							187.8		201.0	206.9				
		WELLINGTON S																
			1975-76	21891	24	27		0	13		22572	97.0	17428	18530	94.1	18804	19783	95.1
			1976-77	24400	20	27		0	11		24780	98.5	20013	20717	96.6	22432	22782	98.5
			1977-78	26300	17	27		0	11		26540	99.1	21826	22668	96.3	24083	24826	97.0
			1978-79	27950	18	27		0	11		28231	99.0	23670	24422	96.9	26017	26719	97.4
			1979-80	30200	14	27		0	11		30181	100.1	25998	26467	98.2	28655	28913	99.1
			1980-81	32600	19	27		0	11		33001	98.8	28400	29361	96.7	30974	31966	96.9
			1981-82	36300	22	27		0	11		36742	98.8	32139	32843	97.9	35411	35738	99.1
			1982-83	40003	23	27		0	11		40366	99.1	35622	36357	98.0	39111	39670	98.6
			1983-84	42003	23	27		UNAV	11		42391	99.1	37384	38332	97.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		191.9							187.8		214.5	206.9				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	CENTRAL	WENTWORTH CTY															
			1975-76	21406	26	27	0	14		22572	94.8	16660	18530	89.9	17831	19783	90.1
			1976-77	24850	9	27	0	11		24780	100.3	20179	20717	97.4	22376	22782	98.2
			1977-78	26763	14	27	0	11		26540	100.8	21909	22668	96.7	24196	24826	97.5
			1978-79	28369	13	27	0	11		28231	100.5	23588	24422	96.6	25986	26719	97.3
			1979-80	30360	7	27	0	11		30181	100.6	25647	26467	96.9	28209	28913	97.6
			1980-81	33280	10	27	0	11		33001	100.8	28802	29361	98.1	31539	31966	98.7
			1981-82	37347	2	27	0	11		36742	101.6	33003	32843	100.5	36010	35738	100.8
			1982-83	40708	7	27	0	11		40366	100.8	35964	36357	98.9	40003	39670	100.8
			1983-84	42743	7	27	UNAV	11		42391	100.8	38368	38332	100.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		199.7						187.8		230.3	206.9				
		YORK BOROUGH S															
			1975-76	22619	8	27	0	12		22572	100.2	18502	18530	99.8	19464	19783	98.4
			1976-77	24820	10	27	433	11		24780	100.2	20626	20717	99.6	22873	22782	100.4
			1977-78	26997	2	27	0	10		26540	101.7	22774	22668	100.5	24545	24826	98.9
			1978-79	28617	3	27	0	10		28231	101.4	24836	24422	101.7	26791	26719	100.3
			1979-80	30334	8	27	137	10		30181	100.5	26822	26467	101.3	29028	28913	100.4
			1980-81	33378	7	27	0	10		33001	101.1	29954	29361	102.0	32342	31966	101.2
			1981-82	36720	12	27	39	10		36742	99.9	33124	32843	100.9	35891	35738	100.4
			1982-83	40025	17	27	0	10		40366	99.2	36484	36357	100.3	39479	39670	99.5
			1983-84	42026	17	27	UNAV	10		42391	99.1	38359	38332	100.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.8						187.8		207.3	206.9				
		YORK REG S															
			1975-76	23234	3	27	0	12		22572	102.9	18908	18530	102.0	20148	19783	101.8
			1976-77	25300	5	27	0	11		24780	102.1	20724	20717	100.0	22609	22782	99.2
			1977-78	26818	13	27	0	11		26540	101.0	22346	22668	98.6	24388	24826	98.2
			1978-79	28427	12	27	0	11		28231	100.7	24016	24422	98.3	26099	26719	97.7
			1979-80	30133	15	27	0	11		30181	99.8	25946	26467	98.0	28228	28913	97.6
			1980-81	32904	13	27	0	11		33001	99.7	28520	29361	97.1	30991	31966	97.0
			1981-82	37017	6	27	0	11		36742	100.7	32364	32843	98.5	35251	35738	98.6
			1982-83	41081	2	27	0	11		40366	101.8	36045	36357	99.1	39424	39670	99.4
			1983-84	43330	1	27	UNAV	11		42391	102.2	37964	38332	99.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		186.5						187.8		200.8	206.9				
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EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	EASTERN	CARLETON S														
			1975-76	23015	4	9	138	11	22628	101.7	18539	18474	100.4	19800	20057	98.7
			1976-77	25911	0	9	744	10	25025	103.5	22274	21222	105.0	25041	23595	106.1
			1977-78	26655	3	9	2446	10	26603	100.2	22982	22741	101.1	27416	25585	107.2
			1978-79	31156	0	9	0	10	28620	108.9	27139	25114	108.1	29340	27198	107.9
			1979-80	33035	0	9	0	10	30436	108.5	29078	27134	107.2	31340	29415	106.5
			1980-81	34687	0	9	0	10	32838	105.6	31209	29560	105.6	33577	31984	105.0
			1981-82	37115	0	9	0	10	36509	101.7	33572	32789	102.4	36341	35641	102.0
			1982-83	40520	2	9	0	10	40200	100.8	36595	36034	101.6	39863	39238	101.6
			1983-84	42546	2	9	UNAV	10	42291	100.6	38650	38176	101.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		184.9					186.9		208.5	206.6				
		FRONTENAC CTY														
			1975-76	21101	8	9	605	14	22628	93.3	16317	18474	88.3	18197	20057	90.7
			1976-77	24102	8	9	250	12	25025	96.3	19763	21222	91.2	21102	23595	89.4
			1977-78	26175	7	9	250	12	26603	98.4	21131	22741	92.9	23973	25585	93.7
			1978-79	28652	2	9	0	12	28620	100.1	23686	25114	94.3	25746	27198	94.7
			1979-80	30371	3	9	0	12	30436	99.8	25708	27134	94.7	27705	29415	94.2
			1980-81	32900	3	9	0	12	32838	100.2	28173	29560	95.3	30565	31984	95.6
			1981-82	36410	5	9	0	12	36509	99.7	31904	32789	97.3	34762	35641	97.5
			1982-83	40480	3	9	0	12	40200	100.7	35632	36034	98.9	38491	39238	98.1
			1983-84	42504	3	9	UNAV	12	42291	100.5	37200	38176	97.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		201.4					186.9		228.0	206.6				
		LANARK CTY S														
			1975-76	23550	0	9	214	12	22628	104.1	17947	18474	97.1	19389	20057	96.7
			1976-77	25388	3	9	0	12	25025	101.4	19886	21222	93.7	21967	23595	93.1
			1977-78	26920	2	9	0	12	26603	101.2	21512	22741	94.6	23773	25585	92.9
			1978-79	28278	4	9	0	12	28620	98.8	22881	25114	91.1	25530	27198	93.9
			1979-80	30000	5	9	0	12	30436	98.6	24848	27134	91.6	27360	29415	93.0
			1980-81	31950	7	9	250	12	32838	97.3	26587	29560	89.9	29482	31984	92.2
			1981-82	36444	4	9	0	12	36509	99.8	30807	32789	94.0	34194	35641	95.9
			1982-83	40750	1	9	0	12	40200	101.4	34878	36034	96.8	38371	39238	97.8
			1983-84	42788	1	9	UNAV	13	42291	101.2	36575	38176	95.8	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		181.7					186.9		203.8	206.6				
		LEEDS,GREN S														
			1975-76	22286	6	9	290	14	22628	98.5	17756	18474	96.1	19353	20057	96.5
			1976-77	25739	1	9	0	14	25025	102.9	20837	21222	98.2	23218	23595	98.4
			1977-78	27151	0	9	0	14	26603	102.1	22454	22741	98.7	24833	25585	97.1
			1978-79	28595	3	9	0	14	28620	99.9	23718	25114	94.4	26228	27198	96.4
			1979-80	30164	4	9	0	13	30436	99.1	25631	27134	94.5	28136	29415	95.7

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF DAYS	CASE AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	EASTERN	LEEDS,GREN S	1980-81	33090	2	9	0	13	32838	100.8	27947	29560	94.5	30257	31984	94.6
			1981-82	37094	1	9	0	13	36509	101.6	31433	32789	95.9	34534	35641	96.9
			1982-83	40819	0	9	0	13	40200	101.5	34781	36034	96.5	38299	39238	97.6
			1983-84	42860	0	9	UNAV	13	42291	101.3	37320	38176	97.8	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		192.3					186.9		210.2	206.6				
		LENNOX,ADD.S														
			1975-76	22540	5	9	500	11	22628	99.6	18220	18474	98.6	19216	20057	95.8
			1976-77	24700	5	9	0	11	25025	98.7	20540	21222	96.8	22187	23595	94.0
			1977-78	26090	8	9	0	11	26603	98.1	22100	22741	97.2	23982	25585	93.7
			1978-79	27330	8	9	0	11	28620	95.5	23458	25114	93.4	25238	27198	92.8
			1979-80	29106	8	9	0	11	30436	95.6	25637	27134	94.5	27700	29415	94.2
			1980-81	31771	8	9	0	11	32838	96.7	28234	29560	95.5	30439	31984	95.2
			1981-82	36015	7	9	0	11	36509	98.6	32082	32789	97.8	34576	35641	97.0
			1982-83	40190	5	9	0	11	40200	100.0	36087	36034	100.1	39073	39238	99.6
			1983-84	42352	5	9	UNAV	11	42291	100.1	38169	38176	100.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		187.9					186.9		209.5	206.6				
		OTTAWA S														
			1975-76	23234	1	9	1000	11	22628	102.7	19840	18474	107.4	21962	20057	109.5
			1976-77	25455	2	9	957	10	25025	101.7	22425	21222	105.7	25350	23595	107.4
			1977-78	26982	1	9	919	10	26603	101.4	24030	22741	105.7	26899	25585	105.1
			1978-79	29485	1	9	0	10	28620	103.0	26393	25114	105.1	28252	27198	103.9
			1979-80	31180	1	9	0	10	30436	102.4	28311	27134	104.3	30664	29415	104.2
			1980-81	33674	1	9	0	10	32838	102.5	30901	29560	104.5	33302	31984	104.1
			1981-82	36650	3	9	0	10	36509	100.4	33952	32789	103.5	36734	35641	103.1
			1982-83	39399	8	9	0	10	40200	98.0	36731	36034	101.9	39759	39238	101.3
			1983-84	41369	8	9	UNAV	10	42291	97.8	38961	38176	102.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		178.1					186.9		196.4	206.6				
		PRES,RUSSELL S														
			1975-76	23195	2	9	0	12	22628	102.5	17696	18474	95.8	18399	20057	91.7
			1976-77	24539	6	9	0	12	25025	98.1	19098	21222	90.0	20910	23595	88.6
			1977-78	26536	4	9	0	11	26603	99.7	21084	22741	92.7	23328	25585	91.2
			1978-79	28128	5	9	0	11	28620	98.3	22955	25114	91.4	25304	27198	93.0
			1979-80	30392	2	9	0	11	30436	99.9	25467	27134	93.9	28091	29415	95.5
			1980-81	32823	4	9	0	11	32838	100.0	27921	29560	94.5	30850	31984	96.5
			1981-82	36762	2	9	0	11	36509	100.7	31209	32789	95.2	34565	35641	97.0
			1982-83	39520	7	9	0	11	40200	98.3	34224	36034	95.0	38198	39238	97.3
			1983-84	42075	6	9	UNAV	11	42291	99.5	37183	38176	97.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		181.4					186.9		210.1	206.6				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
SEC	EASTERN	RENFREW CTY S														
			1975-76	23042	3	9	0	12	22628	101.8	18118	18474	98.1	19506	20057	97.3
			1976-77	24954	4	9	0	12	25025	99.7	20272	21222	95.5	22356	23595	94.7
			1977-78	26526	5	9	0	12	26603	99.7	22118	22741	97.3	24195	25585	94.6
			1978-79	27985	6	9	0	12	28620	97.8	23491	25114	93.5	25589	27198	94.1
			1979-80	29804	7	9	0	12	30436	97.9	25248	27134	93.0	27421	29415	93.2
			1980-81	32248	6	9	0	12	32838	98.2	27885	29560	94.3	30293	31984	94.7
			1981-82	36124	6	9	0	12	36509	98.9	31808	32789	97.0	34442	35641	96.6
			1982-83	39659	6	9	0	12	40200	98.7	34987	36034	97.1	37723	39238	96.1
			1983-84	41642	7	9	UNAV	12	42291	98.5	37268	38176	97.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		180.7					186.9		205.7	206.6				
		S.D.GLENGARRY														
			1975-76	21686	7	9	0	12	22628	95.8	17445	18474	94.4	18434	20057	91.9
			1976-77	24440	7	9	0	11	25025	97.7	20358	21222	95.9	21872	23595	92.7
			1977-78	26395	6	9	0	11	26603	99.2	22151	22741	97.4	24027	25585	93.9
			1978-79	27979	7	9	0	11	28620	97.8	23824	25114	94.9	25809	27198	94.9
			1979-80	29868	6	9	0	11	30436	98.1	26207	27134	96.6	28276	29415	96.1
			1980-81	32400	5	9	0	11	32838	98.7	28861	29560	97.6	31182	31984	97.5
			1981-82	35965	8	9	0	11	36509	98.5	32428	32789	98.9	35224	35641	98.8
			1982-83	40460	4	9	0	11	40200	100.6	36564	36034	101.5	40099	39238	102.2
			1983-84	42485	4	9	UNAV	11	42291	100.5	38431	38176	100.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		195.9					186.9		220.3	206.6				
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EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CASE	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
RCSS	NORTHWEST	DRYDEN R	1975-76	NO CATEGORY A4									14675	13824	106.2	15209	14443	105.3
			1976-77	24825	0	6	0	11	23134	107.3	16607	15627	106.3	17795	17052	104.4
			1977-78	26650	0	6	0	11	24895	107.0	18736	17269	108.5	20412	18835	108.4
			1978-79	28409	0	6	0	11	27030	105.1	20789	19497	106.6	22700	21457	105.8
			1979-80	30340	1	6	0	10	29001	104.6	22016	21706	101.4	24123	23719	101.7
			1980-81	32370	2	6	600	10	32035	101.0	23976	24571	97.6	26652	26802	99.4
			1981-82	37200	0	6	0	10	36016	103.3	27876	27910	99.9	30689	30493	100.6
			1982-83	41570	0	6	0	10	40057	103.8	32812	31841	103.0	35585	34691	102.6
			1983-84	44245	0	6	UNAV	10	42159	104.9	34571	33754	102.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		178.2						182.2			208.2	216.0				
		FT.FRA-RAINY R																
			1975-76	22310	1	5	0	14	21020	106.1	15849	13824	114.7	16022	14443	110.9
			1976-77	23180	3	6	0	14	23134	100.2	16175	15627	103.5	17409	17052	102.1
			1977-78	24580	4	6	0	13	24895	98.7	17798	17269	103.1	19119	18835	101.5
			1978-79	27530	2	6	0	13	27030	101.9	20478	19497	105.0	21890	21457	102.0
			1979-80	29732	2	6	0	13	29001	102.5	22777	21706	104.9	24535	23719	103.4
			1980-81	32765	1	6	0	12	32035	102.3	25099	24571	102.1	27042	26802	100.9
			1981-82	35976	3	6	0	12	36016	99.9	27640	27910	99.0	29911	30493	98.1
			1982-83	39933	3	6	0	12	40057	99.7	30860	31841	96.9	33723	34691	97.2
			1983-84	41930	3	6	UNAV	12	42159	99.5	32541	33754	96.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		187.9						200.6			205.3	244.2				
		GERALDTON R																
			1975-76	18900	4	5	0	10	21020	89.9	12801	13824	92.6	13040	14443	90.3
			1976-77	20150	5	6	0	10	23134	87.1	14573	15627	93.3	15848	17052	92.9
			1977-78	21848	5	6	0	10	24895	87.8	15787	17269	91.4	17385	18835	92.3
			1978-79	24648	5	6	0	11	27030	91.2	17344	19497	89.0	19112	21457	89.1
			1979-80	26232	5	6	0	11	29001	90.5	19199	21706	88.4	21184	23719	89.3
			1980-81	31140	4	6	0	11	32035	97.2	22103	24571	90.0	24182	26802	90.2
			1981-82	36420	2	6	0	13	36016	101.1	24842	27910	89.0	27277	30493	89.5
			1982-83	40620	2	6	0	13	40057	101.4	28748	31841	90.3	31538	34691	90.9
			1983-84	42651	2	6	UNAV	13	42159	101.2	30736	33754	91.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		225.7						200.6			240.1	244.2				
		KENORA R																
			1975-76	22390	0	5	0	13	21020	106.5	14290	13824	103.4	15115	14443	104.7
			1976-77	24250	1	6	0	13	23134	104.8	16106	15627	103.1	17501	17052	102.6
			1977-78	26000	1	6	0	13	24895	104.4	17825	17269	103.2	19375	18835	102.9
			1978-79	27720	1	6	0	13	27030	102.6	19989	19497	102.5	21698	21457	101.1
			1979-80	28000	4	6	989	13	29001	96.5	21026	21706	96.9	23753	23719	100.1
			1980-81	30576	5	6	1436	13	32035	95.4	23361	24571	95.1	26695	26802	99.6

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS	TOTAL MAX.	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
RCSS	NORTHWEST	KENORA R	1981-82	34092	5	6	1540	13	36016	94.7	26137	27910	93.6	29870	30493	98.0
			1982-83	37944	5	6	1276	13	40057	94.7	29684	31841	93.2	33447	34691	96.4
			1983-84	39841	5	6	UNAV	13	42159	94.5	31006	33754	91.9	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		177.9					200.6		217.0	244.2				
		LAKEHEAD R														
			1975-76	21950	2	5	0	11	21020	104.4	14049	13824	101.6	14835	14443	102.7
			1976-77	23400	2	6	0	11	23134	101.1	15684	15627	100.4	17218	17052	101.0
			1977-78	24975	3	6	0	11	24895	100.3	17451	17269	101.1	19072	18835	101.3
			1978-79	27470	3	6	0	11	27030	101.6	20039	19497	102.8	22186	21457	103.4
			1979-80	30549	0	6	0	11	29001	105.3	22515	21706	103.7	24468	23719	103.2
			1980-81	33161	0	6	0	11	32035	103.5	25521	24571	103.9	27625	26802	103.1
			1981-82	37159	1	6	0	11	36016	103.2	29325	27910	105.1	31799	30493	104.3
			1982-83	41024	1	6	0	11	40057	102.4	33586	31841	105.5	36283	34691	104.6
			1983-84	43075	1	6	UNAV	11	42159	102.2	35698	33754	105.8	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		196.2					200.6		254.1	244.2				
		NORTH OF SUP.R														
			1975-76	19550	3	5	0	10	21020	93.0	12198	13824	88.2	12330	14443	85.4
			1976-77	23000	4	6	0	12	23134	99.4	14934	15627	95.6	16123	17052	94.6
			1977-78	25320	2	6	0	12	24895	101.7	16186	17269	93.7	17485	18835	92.8
			1978-79	26400	4	6	0	12	27030	97.7	17296	19497	88.7	18746	21457	87.4
			1979-80	29150	3	6	0	12	29001	100.5	19517	21706	89.9	21091	23719	88.9
			1980-81	32200	3	6	0	12	32035	100.5	22449	24571	91.4	24235	26802	90.4
			1981-82	35250	4	6	0	12	36016	97.9	24859	27910	89.1	26803	30493	87.9
			1982-83	39250	4	6	0	12	40057	98.0	27654	31841	86.8	29998	34691	86.5
			1983-84	41213	4	6	UNAV	12	42159	97.8	29748	33754	88.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		210.8					200.6		243.9	244.2				

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EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
RCSS	MIDNORTH	MICHIPICOTEN R														
			1975-76	21750	1	4	0	11	21177	102.7	13091	13629	96.0	13567	14195	95.6
			1976-77	23140	2	4	0	11	23095	100.2	14226	15818	89.9	15614	17189	90.8
			1977-78	24528	2	4	0	11	24746	99.1	15415	17526	88.0	16782	18992	88.4
			1978-79	26754	2	4	0	11	27059	98.9	16902	19123	88.4	18328	20785	88.2
			1979-80	26821	3	4	0	11	28694	93.5	18505	20999	88.1	20175	22920	88.0
			1980-81	28335	3	4	0	10	31009	91.4	20272	23412	86.6	21918	25533	85.8
			1981-82	30490	3	4	0	10	34179	89.2	23400	26675	87.7	25099	29104	86.2
			1982-83	36050	3	4	0	11	38901	92.7	26346	30493	86.4	28618	33160	86.3
			1983-84	37823	3	4	UNAV	11	41022	92.2	28704	32762	87.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		173.9					193.7		219.3	240.4				
		NORTH SHORE R														
			1975-76	20215	3	4	0	12	21177	95.5	13600	13629	99.8	14128	14195	99.5
			1976-77	21755	3	4	0	12	23095	94.2	15321	15818	96.9	16660	17189	96.9
			1977-78	23005	3	4	0	12	24746	93.0	16670	17526	95.1	18196	18992	95.8
			1978-79	26750	3	4	0	12	27059	98.9	17909	19123	93.6	19602	20785	94.3
			1979-80	29624	0	4	0	12	28694	103.2	20299	20999	96.7	22134	22920	96.6
			1980-81	32100	0	4	0	12	31009	103.5	22669	23412	96.8	24624	25533	96.4
			1981-82	36210	0	4	0	12	34179	105.9	25961	26675	97.3	28041	29104	96.3
			1982-83	41100	0	4	0	12	38901	105.7	29305	30493	96.1	31917	33160	96.3
			1983-84	43155	0	4	UNAV	12	41022	105.2	31682	32762	96.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		213.5					193.7		232.9	240.4				
		S.STE.MARIE R														
			1975-76	22100	0	4	0	11	21177	104.4	14483	13629	106.3	15117	14195	106.5
			1976-77	23325	1	4	0	11	23095	101.0	16016	15818	101.3	17792	17189	103.5
			1977-78	25352	1	4	0	11	24746	102.4	17844	17526	101.8	19710	18992	103.8
			1978-79	27405	0	4	0	11	27059	101.3	19919	19123	104.2	21928	20785	105.5
			1979-80	29211	1	4	466	11	28694	101.8	21861	20999	104.1	24641	22920	107.5
			1980-81	31620	2	4	0	11	31009	102.0	24629	23412	105.2	27292	25533	106.9
			1981-82	34086	2	4	545	11	34179	99.7	27218	26675	102.0	30649	29104	105.3
			1982-83	38334	2	4	0	11	38901	98.5	30937	30493	101.5	34192	33160	103.1
			1983-84	40980	2	4	UNAV	11	41022	99.9	33243	32762	101.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		185.4					193.7		229.5	240.4				
		SUDBURY R														
			1975-76	20642	2	4	0	12	21177	97.5	13368	13629	98.1	13921	14195	98.1
			1976-77	24160	0	4	0	11	23095	104.6	15873	15818	100.3	17120	17189	99.6
			1977-78	26100	0	4	0	11	24746	105.5	17620	17526	100.5	18952	18992	99.8
			1978-79	27329	1	4	0	11	27059	101.0	19148	19123	100.1	20704	20785	99.6
			1979-80	29120	2	4	0	11	28694	101.5	20919	20999	99.6	22581	22920	98.5

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CASE	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
RCSS	NIDNORTH	SUDBURY R	1980-81	31980	1		4	0	11	31009	103.1	23250	23412	99.3	25237	25533	98.8
			1981-82	35930	1		4	0	11	34179	105.1	26745	26675	100.3	28933	29104	99.4
			1982-83	40120	1		4	0	11	38901	103.1	30728	30493	100.8	33216	33160	100.2
			1983-84	42129	1		4	UNAV	11	41022	102.7	32963	32762	100.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		204.1							193.7		246.6	240.4			

EDUCATION RELATIONS COMMISSION
SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	OF	CASE	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
RCSS	NORTHEAST	C.IROQ.FALLS R																
			1975-76	26400	0		5	0	10	22904	115.3	13115	13448	97.5	13312	13885	95.9
			1976-77	26400	0		6	0	10	24678	107.0	14575	15411	94.6	15472	16643	93.0
			1977-78	27160	2		7	0	10	26167	103.8	15639	17144	91.2	16747	18513	90.5
			1978-79	28000	2		7	0	10	27523	101.7	17677	18579	95.1	18985	20073	94.6
			1979-80	29945	3		7	0	10	29574	101.3	20158	20783	97.0	21588	22350	96.6
			1980-81	31090	5		7	649	10	31471	98.8	21236	22881	92.8	23487	24554	95.7
			1981-82	35500	2		7	0	10	34774	102.1	24188	25908	93.4	26053	27896	93.4
			1982-83	37985	3		7	0	10	38470	98.7	26576	29670	89.6	28667	32109	89.3
			1983-84	39884	3		7	UNAV	10	40459	98.6	28222	31665	89.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		151.1						176.6		215.2	235.5				
		HEARST	1975-76	NO CATEGORY A4								12121	13448	90.1	12474	13885	89.8
			1976-77	NO CATEGORY A4								14481	15411	94.0	15676	16643	94.2
			1977-78	25557	4		7	0	11	26167	97.7	16545	17144	96.5	17841	18513	96.4
			1978-79	27480	3		7	0	11	27523	99.8	18217	18579	98.1	19379	20073	96.5
			1979-80	29949	2		7	0	11	29574	101.3	20531	20783	98.8	21866	22350	97.8
			1980-81	31928	2		7	0	11	31471	101.5	22990	22881	100.5	24256	24554	98.8
			1981-82	33678	4		7	0	11	34774	96.8	25509	25908	98.5	27414	27896	98.3
			1982-83	37245	6		7	0	11	38470	96.8	28665	29670	96.6	31098	32109	96.9
			1983-84	39598	4		7	UNAV	11	40459	97.9	30651	31665	96.8	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		154.9						154.6		185.3	184.7				
		KAPUSKASING R															
			1975-76	23376	1		5	0	12	22904	102.1	14263	13448	106.1	14653	13885	105.5
			1976-77	25411	2		6	0	10	24678	103.0	16462	15411	106.8	17757	16643	106.7
			1977-78	27251	0		7	0	10	26167	104.1	18618	17144	108.6	20086	18513	108.5
			1978-79	28900	0		7	0	10	27523	105.0	20170	18579	108.6	21711	20073	108.2
			1979-80	31467	0		7	0	10	29574	106.4	23067	20783	111.0	24747	22350	110.7
			1980-81	32428	1		7	0	10	31471	103.0	25077	22881	109.6	26835	24554	109.3
			1981-82	35995	1		7	0	10	34774	103.5	28382	25908	109.5	30419	27896	109.0
			1982-83	39235	2		7	0	10	38470	102.0	30734	29670	103.6	33526	32109	104.4
			1983-84	41197	2		7	UNAV	10	40459	101.8	32029	31665	101.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		176.2						176.6		224.6	235.5				
		KIRKLAND LAKE															
			1975-76	22490	2		5	0	12	22904	98.2	13498	13448	100.4	14081	13885	101.4
			1976-77	24000	3		6	0	12	24678	97.3	15247	15411	98.9	16456	16643	98.9
			1977-78	25450	5		7	0	12	26167	97.3	17013	17144	99.2	18314	18513	98.9
			1978-79	26830	5		7	0	12	27523	97.5	18207	18579	98.0	19902	20073	99.2
			1979-80	28910	5		7	0	12	29574	97.8	19498	20783	93.8	21169	22350	94.7
			1980-81	31400	4		7	0	12	31471	99.8	22670	22881	99.1	24643	24554	100.4
			1981-82	35254	3		7	0	12	34774	101.4	26346	25908	101.7	29015	27896	104.0

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
RCSS	NORTHEAST	KIRKLAND LAKE	1982-83	39326	1	7	0	12	38470	102.2	29975	29670	101.0	32790	32109	102.1
			1983-84	41292	1	7	UNAV	12	40459	102.1	32097	31665	101.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		183.6					176.6		237.8	235.5				
		NIPISSING R														
			1975-76	21799	3	5	0	12	22904	95.2	13773	13448	102.4	14224	13885	102.4
			1976-77	25636	1	6	0	11	24678	103.9	16197	15411	105.1	17480	16643	105.0
			1977-78	27218	1	7	0	11	26167	104.0	17751	17144	103.5	19185	18513	103.6
			1978-79	28330	1	7	0	11	27523	102.9	18922	18579	101.8	20369	20073	101.5
			1979-80	30549	1	7	0	11	29574	103.3	21221	20783	102.1	22692	22350	101.5
			1980-81	32727	0	7	0	11	31471	104.0	23187	22881	101.3	24750	24554	100.8
			1981-82	36371	0	7	0	11	34774	104.6	26640	25908	102.8	28775	27896	103.2
			1982-83	40260	0	7	0	11	38470	104.7	31359	29670	105.7	33763	32109	105.2
			1983-84	42246	0	7	UNAV	11	40459	104.4	33692	31665	106.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		193.8					176.6		244.6	235.5				
		TIMISKAMING R	1975-76	NO CATEGORY A4							11852	13448	88.1	11992	13885	86.4
			1976-77	23376	4	6	0	11	24678	94.7	13977	15411	90.7	15062	16643	90.5
			1977-78	24475	6	7	0	11	26167	93.5	15375	17144	89.7	16568	18513	89.5
			1978-79	25699	6	7	0	11	27523	93.4	16795	18579	90.4	18714	20073	93.2
			1979-80	27241	6	7	0	11	29574	92.1	18949	20783	91.2	20842	22350	93.3
			1980-81	29312	6	7	0	11	31471	93.1	20934	22881	91.5	22331	24554	90.9
			1981-82	33005	6	7	0	11	34774	94.9	24147	25908	93.2	25666	27896	92.0
			1982-83	37593	5	7	0	11	38470	97.7	28110	29670	94.7	30199	32109	94.1
			1983-84	39473	6	7	UNAV	11	40459	97.6	30177	31665	95.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		168.9					163.9		215.9	205.5				
		TIMMINS R														
			1975-76	20454	4	5	0	13	22904	89.3	12450	13448	92.6	12953	13885	93.3
			1976-77	23245	5	6	0	11	24678	94.2	14493	15411	94.0	15820	16643	95.1
			1977-78	26059	3	7	0	11	26167	99.6	16868	17144	98.4	18295	18513	98.8
			1978-79	27420	4	7	0	11	27523	99.6	18443	18579	99.3	19915	20073	99.2
			1979-80	28954	4	7	0	11	29574	97.9	20340	20783	97.9	21948	22350	98.2
			1980-81	31415	3	7	0	11	31471	99.8	22645	22881	99.0	24380	24554	99.3
			1981-82	33616	5	7	0	11	34774	96.7	24909	25908	96.1	26708	27896	95.7
			1982-83	37647	4	7	0	11	38470	97.9	28520	29670	96.1	30980	32109	96.5
			1983-84	39526	5	7	UNAV	11	40459	97.7	30462	31665	96.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		193.2					176.6		244.7	235.5				

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EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX.	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
RCSS	WESTERN	BRUCE R														
			1975-76	19740	8	9	0	14	20916	94.4	11940	14094	84.7	12548	14770	85.0
			1976-77	22768	4	9	0	13	22983	99.1	14503	15891	91.3	15949	17586	90.7
			1977-78	24071	7	9	0	12	24808	97.0	15685	17659	88.8	17159	19265	89.1
			1978-79	25676	6	9	0	12	26508	96.9	16796	19332	86.9	18317	21197	86.4
			1979-80	28175	7	9	0	12	28796	97.8	18926	21604	87.6	20586	23417	87.9
			1980-81	30981	6	9	0	12	31278	99.0	21534	24114	89.3	23610	26322	89.7
			1981-82	34417	6	9	0	12	34839	98.8	24783	27238	91.0	27070	29583	91.5
			1982-83	38065	7	9	0	12	38801	98.1	28007	30929	90.6	30689	33617	91.3
			1983-84	39963	7	9	UNAV	12	40954	97.6	29605	32831	90.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		202.4					195.8		248.0	233.0				
		ELGIN R														
			1975-76	20250	7	9	0	14	20916	96.8	12611	14094	89.5	12958	14770	87.7
			1976-77	22650	5	9	0	14	22983	98.6	14647	15891	92.2	15677	17586	89.1
			1977-78	24502	5	9	0	14	24808	98.8	16240	17659	92.0	17453	19265	90.6
			1978-79	27000	3	9	0	14	26508	101.9	18152	19332	93.9	19265	21197	90.9
			1979-80	27765	8	9	0	14	28796	96.4	19605	21604	90.7	20920	23417	89.3
			1980-81	30225	8	9	0	14	31278	96.6	22263	24114	92.3	23746	26322	90.2
			1981-82	34003	8	9	0	12	34839	97.6	25460	27238	93.5	27481	29583	92.9
			1982-83	37743	8	9	0	12	38801	97.3	29070	30929	94.0	31468	33617	93.6
			1983-84	39630	8	9	UNAV	12	40954	96.8	30951	32831	94.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		195.7					195.8		245.4	233.0				
		ESSEX CTY R														
			1975-76	21576	2	9	0	14	20916	103.2	13651	14094	96.9	14615	14770	99.0
			1976-77	23929	1	9	219	12	22983	104.1	15988	15891	100.6	17843	17586	101.5
			1977-78	25845	0	9	0	12	24808	104.2	18061	17659	102.3	19741	19265	102.5
			1978-79	27602	0	9	0	12	26508	104.1	19816	19332	102.5	21699	21197	102.4
			1979-80	29672	1	9	0	12	28796	103.0	22308	21604	103.3	24328	23417	103.9
			1980-81	32238	0	9	0	12	31278	103.1	25071	24114	104.0	27402	26322	104.1
			1981-82	35279	1	9	0	12	34839	101.3	27972	27238	102.7	30609	29583	103.5
			1982-83	38454	5	9	0	12	38801	99.1	31357	30929	101.4	34322	33617	102.1
			1983-84	40377	5	9	UNAV	12	40954	98.6	33407	32831	101.8	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		187.1					195.8		244.7	233.0				
		HURON-PERTH														
			1975-76	20550	5	9	0	13	20916	98.3	13525	14094	96.0	14014	14770	94.9
			1976-77	22165	8	9	0	13	22983	96.4	15244	15891	95.9	16372	17586	93.1
			1977-78	23275	8	9	0	12	24808	93.8	16417	17659	93.0	17863	19265	92.7
			1978-79	24960	8	9	0	12	26508	94.2	18098	19332	93.6	19718	21197	93.0
			1979-80	28945	2	9	0	12	28796	100.5	20375	21604	94.3	22167	23417	94.7

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
RCSS	WESTERN	OXFORD R														
			1975-76	20600	4	9	0	13	20916	98.5	12794	14094	90.8	13309	14770	90.1
			1976-77	22359	7	9	0	13	22983	97.3	14678	15891	92.4	16021	17586	91.1
			1977-78	25369	3	9	0	13	24808	102.3	16342	17659	92.5	17847	19265	92.6
			1978-79	27000	3	9	0	13	26508	101.9	17632	19332	91.2	19275	21197	90.9
			1979-80	28400	6	9	0	12	28796	98.6	19595	21604	90.7	21444	23417	91.6
			1980-81	30805	7	9	0	12	31278	98.5	22015	24114	91.3	24109	26322	91.6
			1981-82	35000	3	9	0	12	34839	100.5	25662	27238	94.2	28075	29583	94.9
			1982-83	38640	4	9	200	12	38801	99.6	29388	30929	95.0	32222	33617	95.9
			1983-84	40572	4	9	UNAV	12	40954	99.1	31521	32831	96.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		197.0					195.8		246.4	233.0				
		WINDSOR R														
			1975-76	22300	0	9	0	12	20916	106.6	15559	14094	110.4	16174	14770	109.5
			1976-77	24280	0	9	592	12	22983	105.6	17327	15891	109.0	19424	17586	110.5
			1977-78	25740	1	9	0	12	24808	103.8	18960	17659	107.4	20654	19265	107.2
			1978-79	27280	1	9	594	12	26508	102.9	20901	19332	108.1	23155	21197	109.2
			1979-80	29930	0	9	0	12	28796	103.9	23213	21604	107.4	25050	23417	107.0
			1980-81	31430	3	9	500	12	31278	100.5	25119	24114	104.2	27542	26322	104.6
			1981-82	35825	0	9	0	12	34839	102.8	28755	27238	105.6	31011	29583	104.8
			1982-83	40050	0	9	0	12	38801	103.2	32851	30929	106.2	35469	33617	105.5
			1983-84	43103	0	9	UNAV	12	40954	105.2	34389	32831	104.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		193.3					195.8		221.0	233.0				
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EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CAS	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
RCSS	CENTRAL	BRANT R																
			1975-76	22000	5		15	0	13		21746	101.2	12959	14049	92.2	13285	14756	90.0
			1976-77	23900	9		15	0	13		24019	99.5	15089	16081	93.8	15949	17550	90.9
			1977-78	25215	9		15	0	13		25563	98.6	15797	17628	89.6	16902	19231	87.9
			1978-79	26805	11		15	0	13		27287	98.2	17450	19332	90.3	18694	21097	88.6
			1979-80	29465	7		15	0	13		29362	100.3	19806	21356	92.7	21949	23227	94.5
			1980-81	32180	7		15	0	13		31895	100.9	22362	23572	94.9	24311	25803	94.2
			1981-82	35165	13		15	0	13		36001	97.7	25432	27043	94.0	27901	29565	94.4
			1982-83	39515	10		15	0	13		39851	99.2	29243	30552	95.7	31373	33351	94.1
			1983-84	41490	10		15	UNAV	13		41876	99.1	31564	32570	96.9	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		188.6							192.6		243.6	231.8				
		DUFFERIN R																
			1975-76	21034	13		15	0	14		21746	96.7	12671	14049	90.2	13520	14756	91.6
			1976-77	24410	6		15	0	12		24019	101.6	15896	16081	98.9	17428	17550	99.3
			1977-78	26160	2		15	0	12		25563	102.3	17262	17628	97.9	18781	19231	97.7
			1978-79	27280	7		15	0	12		27287	100.0	18912	19332	97.8	20548	21097	97.4
			1979-80	296[illegible]	5		15	0	12		29362	101.1	20685	21356	96.9	22499	23227	96.9
			1980-81	32200	6		15	0	12		31895	101.0	22602	23572	95.9	24848	25803	96.3
			1981-82	36000	7		15	0	12		36001	100.0	25771	27043	95.3	28190	29565	95.3
			1982-83	40190	6		15	0	12		39851	100.9	29347	30552	96.1	32087	33351	96.2
			1983-84	42200	6		15	UNAV	12		41876	100.8	31356	32570	96.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		200.6							192.6		247.5	231.8				
		DURHAM R																
			1975-76	21225	11		15	0	13		21746	97.6	13305	14049	94.7	14108	14756	95.6
			1976-77	24832	1		15	0	13		24019	103.4	15866	16081	98.7	17630	17550	100.5
			1977-78	26570	0		15	0	13		25563	103.9	17481	17628	99.2	19487	19231	101.3
			1978-79	28297	0		15	0	13		27287	103.7	19154	19332	99.1	21261	21097	100.8
			1979-80	30212	1		15	0	13		29362	102.9	20684	21356	96.9	22927	23227	98.7
			1980-81	32223	5		15	0	13		31895	101.0	22607	23572	95.9	24954	25803	96.7
			1981-82	36387	4		15	0	13		36001	101.1	25423	27043	94.0	28066	29565	94.9
			1982-83	39810	8		15	0	13		39851	99.9	28791	30552	94.2	31826	33351	95.4
			1983-84	41801	8		15	UNAV	13		41876	99.8	30586	32570	93.9	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		196.9							192.6		229.9	231.8				
		HALDIMAND R																
			1975-76	22100	3		15	0	12		21746	101.6	12158	14049	86.5	13223	14756	89.6
			1976-77	22792	14		15	0	12		24019	94.9	14143	16081	87.9	15945	17550	90.9
			1977-78	24952	11		15	0	12		25563	97.6	16047	17628	91.0	18183	19231	94.6
			1978-79	26425	13		15	0	11		27287	96.8	17704	19332	91.6	19881	21097	94.2
			1979-80	28270	13		15	0	11		29362	96.3	19604	21356	91.8	21871	23227	94.2

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CASE	AVG. AMT. OF COLA	YEARS	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
RCSS	CENTRAL	HALDIMAND R	1980-81	31097	13	15		0	11	31895	97.5	21992	23572	93.3	24758	25803	96.0
			1981-82	35093	14	15		0	11	36001	97.5	25604	27043	94.7	28677	29565	97.0
			1982-83	38251	14	15		0	11	39851	96.0	28569	30552	93.5	32059	33351	96.1
			1983-84	40164	14	15		UNAV	11	41876	95.9	30523	32570	93.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		181.7						192.6		251.1	231.8				
		HALTON R															
			1975-76	22839	1	15		0	12	21746	105.0	13558	14049	96.5	14461	14756	98.0
			1976-77	24437	4	15		0	12	24019	101.7	15217	16081	94.6	16956	17550	96.6
			1977-78	26024	4	15		0	12	25563	101.8	17174	17628	97.4	18839	19231	98.0
			1978-79	27404	6	15		0	12	27287	100.4	18510	19332	95.7	20286	21097	96.2
			1979-80	28847	10	15		0	12	29362	98.2	20027	21356	93.8	21970	23227	94.6
			1980-81	32020	8	15		0	12	31895	100.4	22405	23572	95.0	24595	25803	95.3
			1981-82	36189	6	15		0	12	36001	100.5	25745	27043	95.2	28146	29565	95.2
			1982-83	39446	11	15		0	12	39851	99.0	29260	30552	95.8	31868	33351	95.6
			1983-84	41421	11	15		UNAV	12	41876	98.9	30963	32570	95.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		181.4						192.6		228.4	231.8				
		HAMILTON R															
			1975-76	21846	6	15		0	13	21746	100.5	13479	14049	95.9	14396	14756	97.6
			1976-77	25035	0	15		0	11	24019	104.2	16031	16081	99.7	17773	17550	101.3
			1977-78	26162	1	15		0	11	25563	102.3	17582	17628	99.7	19669	19231	102.3
			1978-79	27918	3	15		0	11	27287	102.3	19407	19332	100.4	21597	21097	102.4
			1979-80	30151	2	15		0	11	29362	102.7	21409	21356	100.3	23501	23227	101.2
			1980-81	32606	1	15		0	11	31895	102.2	23533	23572	99.8	25862	25803	100.2
			1981-82	36966	0	15		0	11	36001	102.7	27414	27043	101.4	30290	29565	102.5
			1982-83	40572	1	15		0	11	39851	101.8	30956	30552	101.3	34059	33351	102.1
			1983-84	42601	1	15		UNAV	11	41876	101.7	33015	32570	101.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		195.0						192.6		244.9	231.8				
		HASTINGS R															
			1975-76	21353	10	15		0	14	21746	98.2	13778	14049	98.1	14190	14756	96.2
			1976-77	23061	12	15		0	14	24019	96.0	15210	16081	94.6	16200	17550	92.3
			1977-78	24578	14	15		0	14	25563	96.1	16441	17628	93.3	17528	19231	91.1
			1978-79	26421	14	15		0	14	27287	96.8	17801	19332	92.1	18883	21097	89.5
			1979-80	28641	12	15		0	14	29362	97.5	19471	21356	91.2	20569	23227	88.6
			1980-81	31300	12	15		0	14	31895	98.1	21776	23572	92.4	23130	25803	89.6
			1981-82	35200	12	15		0	14	36001	97.8	24909	27043	92.1	26554	29565	89.8
			1982-83	39600	9	15		0	14	39851	99.4	28371	30552	92.9	30401	33351	91.2
			1983-84	41580	9	15		UNAV	14	41876	99.3	30303	32570	93.0	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		194.7						192.6		219.9	231.8				

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF	CASE	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
RCSS	CENTRAL	LINCOLN R																
			1975-76	22006	4	15	0	13	21746	101.2	14108	14049	100.4	14668	14756	99.4
			1976-77	24562	3	15	0	13	24019	102.3	16634	16081	103.4	18037	17550	102.8
			1977-78	26050	3	15	0	13	25563	101.9	18369	17628	104.2	19977	19231	103.9
			1978-79	27954	2	15	0	13	27287	102.4	20251	19332	104.8	21857	21097	103.6
			1979-80	29751	3	15	0	13	29362	101.3	22246	21356	104.2	24066	23227	103.6
			1980-81	31563	11	15	0	13	31895	99.0	23934	23572	101.5	26084	25803	101.1
			1981-82	36342	5	15	0	13	36001	100.9	28032	27043	103.7	30501	29565	103.2
			1982-83	40398	2	15	0	13	39851	101.4	31863	30552	104.3	34745	33351	104.2
			1983-84	42418	2	15	UNAV	13	41876	101.3	34109	32570	104.7	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		192.8					192.6		241.8	231.8				
		METRO SEP R														
			1975-76	23000	0	15	0	12	21746	105.8	14742	14049	104.9	15482	14756	104.9
			1976-77	24800	2	15	18	11	24019	103.3	16509	16081	102.7	18025	17550	102.7
			1977-78	25800	7	15	0	11	25563	100.9	18039	17628	102.3	19658	19231	102.2
			1978-79	28100	1	15	0	10	27287	103.0	19767	19332	102.3	21635	21097	102.6
			1979-80	30404	0	15	0	10	29362	103.5	21998	21356	103.0	23917	23227	103.0
			1980-81	32532	2	15	187	10	31895	102.0	24131	23572	102.4	26561	25803	102.9
			1981-82	36696	1	15	0	10	36001	101.9	27737	27043	102.6	30260	29565	102.4
			1982-83	40366	4	15	0	10	39851	101.3	31177	30552	102.0	34160	33351	102.4
			1983-84	42384	4	15	UNAV	10	41876	101.2	33307	32570	102.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		184.3					192.6		225.9	231.8				
		PETERBOROUGH R														
			1975-76	21775	7	15	0	12	21746	100.1	13299	14049	94.7	13777	14756	93.4
			1976-77	24175	7	15	0	12	24019	100.7	15500	16081	96.4	16581	17550	94.5
			1977-78	25988	5	15	0	12	25563	101.7	17193	17628	97.5	18400	19231	95.7
			1978-79	26888	10	15	0	12	27287	98.5	18573	19332	96.1	19994	21097	94.8
			1979-80	28232	14	15	0	12	29362	96.1	20065	21356	94.0	21491	23227	92.5
			1980-81	29644	14	15	250	12	31895	92.9	21640	23572	91.8	23861	25803	92.5
			1981-82	35800	9	15	0	12	36001	99.4	25533	27043	94.4	27810	29565	94.1
			1982-83	40320	5	15	0	12	39851	101.2	29342	30552	96.0	32045	33351	96.1
			1983-84	42336	5	15	UNAV	12	41876	101.1	31049	32570	95.3	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		194.4					192.6		233.5	231.8				
		SIMCOE R														
			1975-76	21450	9	15	0	12	21746	98.6	13659	14049	97.2	14009	14756	94.9
			1976-77	23600	10	15	0	12	24019	98.3	15596	16081	97.0	16863	17550	96.1
			1977-78	25025	10	15	284	12	25563	97.9	17089	17628	96.9	18411	19231	95.7

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM								AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
RCSS	CENTRAL	SIMCOE R	1978-79	27025	9	15	0	12	27287	99.0	18937	19332	98.0	20391	21097	96.7
			1979-80	29435	8	15	0	12	29362	100.2	21077	21356	98.7	22813	23227	98.2
			1980-81	31675	10	15	0	12	31895	99.3	23226	23572	98.5	25024	25803	97.0
			1981-82	35475	10	15	0	12	36001	98.5	26384	27043	97.6	28567	29565	96.6
			1982-83	39375	12	15	0	12	39851	98.8	29884	30552	97.8	32460	33351	97.3
			1983-84	41344	13	15	UNAV	12	41876	98.7	31941	32570	98.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		192.7					192.6		233.8	231.8				
		WATERLOO R														
			1975-76	21117	12	15	97	12	21746	97.1	14256	14049	101.5	14852	14756	100.6
			1976-77	23512	11	15	0	12	24019	97.9	15969	16081	99.3	17264	17550	98.4
			1977-78	24930	12	15	0	12	25563	97.5	17459	17628	99.0	18889	19231	98.2
			1978-79	27124	8	15	0	12	27287	99.4	19256	19332	99.6	20876	21097	99.0
			1979-80	29566	6	15	0	12	29362	100.7	21520	21356	100.8	23221	23227	100.0
			1980-81	32380	3	15	0	12	31895	101.5	24165	23572	102.5	26090	25803	101.1
			1981-82	36589	3	15	0	12	36001	101.6	27876	27043	103.1	31206	29565	105.6
			1982-83	40613	0	15	0	12	39851	101.9	31922	30552	104.5	34414	33351	103.2
			1983-84	42644	0	15	UNAV	12	41876	101.8	33604	32570	103.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		201.9					192.6		235.7	231.8				
		WELLAND R														
			1975-76	21766	8	15	0	13	21746	100.1	14238	14049	101.3	14678	14756	99.5
			1976-77	23943	8	15	0	13	24019	99.7	16162	16081	100.5	17310	17550	98.6
			1977-78	25500	8	15	0	13	25563	99.8	18028	17628	102.3	19314	19231	100.4
			1978-79	27415	5	15	0	13	27287	100.5	19999	19332	103.5	21315	21097	101.0
			1979-80	29746	4	15	0	13	29362	101.3	22620	21356	105.9	24210	23227	104.2
			1980-81	32870	0	15	0	13	31895	103.1	26003	23572	110.3	27723	25803	107.4
			1981-82	36684	2	15	0	13	36001	101.9	29953	27043	110.8	31990	29565	108.2
			1982-83	39938	7	15	0	13	39851	100.2	33397	30552	109.3	35435	33351	106.2
			1983-84	41935	7	15	UNAV	13	41876	100.1	35292	32570	108.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		192.7					192.6		247.9	231.8				
		WELLINGTON R														
			1975-76	22129	2	15	0	14	21746	101.8	14083	14049	100.2	14720	14756	99.8
			1976-77	24422	5	15	0	14	24019	101.7	15825	16081	98.4	17132	17550	97.6
			1977-78	25889	6	15	0	13	25563	101.3	16943	17628	96.1	18730	19231	97.4
			1978-79	27442	4	15	0	13	27287	100.6	18920	19332	97.9	20409	21097	96.7
			1979-80	29362	9	15	0	13	29362	100.0	20333	21356	95.2	22076	23227	95.0
			1980-81	31887	9	15	0	13	31895	100.0	22727	23572	96.4	24555	25803	95.2
			1981-82	35458	11	15	0	13	36001	98.5	25753	27043	95.2	27852	29565	94.2
			1982-83	38984	13	15	0	13	39851	97.8	29362	30552	96.1	31687	33351	95.0
			1983-84	41416	12	15	UNAV	13	41876	98.9	31353	32570	96.3	UNAVAIL	UNAVAIL	UNAVAIL

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF SES	CA AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
RCSS	CENTRAL	WELLINGTON R														
		% <1ST YR=100>		187.2					192.6		222.6	231.8				
		YORK REGION R														
			1975-76	20550	14	15	0	11	21746	94.5	13451	14049	95.7	14195	14756	96.2
			1976-77	22800	13	15	0	11	24019	94.9	14901	16081	92.7	16266	17550	92.7
			1977-78	24600	13	15	0	11	25563	96.2	16760	17628	95.1	18225	19231	94.8
			1978-79	26800	12	15	0	12	27287	98.2	18180	19332	94.0	19866	21097	94.2
			1979-80	28675	11	15	0	12	29362	97.7	19794	21356	92.7	21655	23227	93.2
			1980-81	32248	4	15	0	12	31895	101.1	22726	23572	96.4	24757	25803	95.9
			1981-82	35964	8	15	0	12	36001	99.9	25679	27043	95.0	28034	29565	94.8
			1982-83	40385	3	15	0	12	39851	101.3	29079	30552	95.2	31774	33351	95.3
			1983-84	42404	3	15	UNAV	13	41876	101.3	31457	32570	96.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		206.3					192.6		233.9	231.8				

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EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM: BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	# OF CASES	AVG. AMT. OF COLA	YEARS TO MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	AVERAGE ON-GRID SALARY: BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	AVG. TOTAL COMPENSATION: BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
RCSS	EASTERN	CARLETON R														
			1975-76	23360	0	4	0	14	22338	104.6	13416	13514	99.3	14284	14281	100.0
			1976-77	25002	0	7	0	14	23302	107.3	15145	15602	97.1	16969	16841	100.8
			1977-78	26853	0	7	0	14	24910	107.8	16740	17090	98.0	18347	18409	99.7
			1978-79	28531	0	7	0	14	26598	107.3	18302	18713	97.8	20071	20228	99.2
			1979-80	30814	0	7	0	14	28978	106.3	20242	20876	97.0	22291	22498	99.1
			1980-81	33895	0	7	0	14	31846	106.4	23143	23694	97.7	25266	25516	99.0
			1981-82	37962	0	7	0	14	35697	106.3	26588	27013	98.4	29229	29118	100.4
			1982-83	42328	0	7	0	14	39769	106.4	30289	30609	99.0	33382	33129	100.8
			1983-84	44444	0	7	UNAV	14	41839	106.2	32131	32403	99.2	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		190.3					187.3		239.5	239.8				
		FRONTENAC C R	1975-76	NO CATEGORY A4							12737	13514	94.3	13033	14281	91.3
			1976-77	23300	3	7	0	12	23302	100.0	16392	15602	105.1	17589	16841	104.4
			1977-78	24931	3	7	0	12	24910	100.1	17934	17090	104.9	19231	18409	104.5
			1978-79	26427	3	7	0	12	26598	99.4	19273	18713	103.0	20642	20228	102.0
			1979-80	29128	3	7	0	12	28978	100.5	21912	20876	105.0	23282	22498	103.5
			1980-81	31687	4	7	0	12	31846	99.5	24211	23694	102.2	25812	25516	101.2
			1981-82	35046	4	7	0	12	35697	98.2	27293	27013	101.0	29022	29118	99.7
			1982-83	38761	5	7	0	12	39769	97.5	30624	30609	100.0	32735	33129	98.8
			1983-84	40699	6	7	UNAV	12	41839	97.3	32230	32403	99.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		174.7					179.5		196.6	207.7				
		LAN,LEEDS,GREN	1975-76	NO CATEGORY A4							12588	13514	93.1	13019	14281	91.2
			1976-77	20530	6	7	0	12	23302	88.1	13904	15602	89.1	15053	16841	89.4
			1977-78	22201	6	7	0	12	24910	89.1	15111	17090	88.4	16278	18409	88.4
			1978-79	25449	5	7	0	12	26598	95.7	16985	18713	90.8	18301	20228	90.5
			1979-80	27740	5	7	0	12	28978	95.7	18720	20876	89.7	20106	22498	89.4
			1980-81	31348	5	7	0	12	31846	98.4	21304	23694	89.9	22906	25516	89.8
			1981-82	34650	5	7	0	12	35697	97.1	23785	27013	88.0	25622	29118	88.0
			1982-83	38807	4	7	0	12	39769	97.6	27878	30609	91.1	29948	33129	90.4
			1983-84	40751	5	7	UNAV	12	41839	97.4	29676	32403	91.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		198.5					179.5		213.4	207.7				
		OTTAWA R														
			1975-76	22096	2	4	530	15	22338	98.9	13685	13514	101.3	14649	14281	102.6
			1976-77	24740	2	7	0	15	23302	106.2	16557	15602	106.1	17594	16841	104.5
			1977-78	26385	2	7	0	15	24910	105.9	18040	17090	105.6	19263	18409	104.6
			1978-79	28000	1	7	0	14	26598	105.3	19989	18713	106.8	21291	20228	105.3
			1979-80	30016	1	7	0	14	28978	103.6	22083	20876	105.8	23524	22498	104.6
			1980-81	32622	1	7	0	12	31846	102.4	25010	23694	105.6	26663	25516	104.5
			1981-82	36300	1	7	0	12	35697	101.7	28292	27013	104.7	30128	29118	103.5

EDUCATION RELATIONS COMMISSION

SALARY AND TOTAL COMPENSATION COMPARISONS BETWEEN INDIVIDUAL NEGOTIATING SITUATIONS AND REGIONAL AVERAGES

				ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM							AVERAGE ON-GRID SALARY			AVG. TOTAL COMPENSATION		
AGREE-MENT TYPE	MINISTRY OF EDUCATION REGION	SCHOOL BOARD	YEAR	BOARD SALARY	# WITH HIGHER CAT.A4 GROUP4 MAX.	OF	CAS ES	AVG. AMT. OF COLA	YEARS	TOTAL MAX	REGION AVG.	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE WEIGHTED ON-GRID SALARY	REGIONAL AVERAGE WEIGHTED ON-GRID SALARY	BOARD AS % OF REGION AVERAGE	BOARD AVERAGE TOTAL COMP.	REGION AVERAGE TOTAL COMP.	BOARD AS % OF REGION AVERAGE
RCSS	EASTERN	OTTAWA R	1982-83	40284	1		7	0	11		39769	101.3	31889	30609	104.2	34078	33129	102.9
			1983-84	42298	1		7	UNAV	11		41839	101.1	33218	32403	102.5	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		191.4							187.3		242.7	239.8				
		PRES.RUSSELLR																
			1975-76	22434	1		4	0	10		22338	100.4	13530	13514	100.1	13917	14281	97.4
			1976-77	23285	4		7	0	10		23302	99.9	14831	15602	95.1	15933	16841	94.6
			1977-78	24145	4		7	0	10		24910	96.9	16162	17090	94.6	17419	18409	94.6
			1978-79	26099	4		7	0	10		26598	98.1	17949	18713	95.9	19225	20228	95.0
			1979-80	28420	4		7	0	10		28978	98.1	19995	20876	95.8	21452	22498	95.4
			1980-81	31773	3		7	0	10		31846	99.8	23420	23694	98.8	25129	25516	98.5
			1981-82	35825	3		7	0	10		35697	100.4	27152	27013	100.5	28948	29118	99.4
			1982-83	38700	6		7	0	10		39769	97.3	30241	30609	98.8	32657	33129	98.6
			1983-84	41200	4		7	UNAV	10		41839	98.5	32529	32403	100.4	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		183.6							187.3		240.4	239.8				
		RENFREW R																
			1975-76	21461	3		4	0	14		22338	96.1	13088	13514	96.8	13355	14281	93.5
			1976-77	24779	1		7	0	14		23302	106.3	15753	15602	101.0	16793	16841	99.7
			1977-78	26452	1		7	0	14		24910	106.2	17450	17090	102.1	18670	18409	101.4
			1978-79	26754	2		7	761	14		26598	100.6	18379	18713	98.2	20547	20228	101.6
			1979-80	29804	2		7	0	12		28978	102.9	21707	20876	104.0	23260	22498	103.4
			1980-81	32248	2		7	0	12		31846	101.3	24453	23694	103.2	26189	25516	102.6
			1981-82	36124	2		7	0	12		35697	101.2	27938	27013	103.4	30003	29118	103.0
			1982-83	40204	2		7	0	12		39769	101.1	31590	30609	103.2	34037	33129	102.7
			1983-84	42214	2		7	UNAV	12		41839	100.9	33583	32403	103.6	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		196.7							187.3		256.6	239.8				
		S,D,GLENGARRY	1975-76	NO CATEGORY A4									12506	13514	92.5	12921	14281	90.5
			1976-77	21480	5		7	0	12		23302	92.2	14852	15602	95.2	15955	16841	94.7
			1977-78	23400	5		7	0	12		24910	93.9	16385	17090	95.9	17650	18409	95.9
			1978-79	24925	6		7	0	12		26598	93.7	17858	18713	95.4	19326	20228	95.5
			1979-80	26925	6		7	0	12		28978	92.9	19923	20876	95.4	21601	22498	96.0
			1980-81	29350	6		7	0	12		31846	92.2	22473	23694	94.9	24437	25516	95.8
			1981-82	33975	6		7	0	12		35697	95.2	25781	27013	95.4	27935	29118	95.9
			1982-83	39300	3		7	0	12		39769	98.8	29580	30609	96.6	32064	33129	96.8
			1983-84	41265	3		7	UNAV	12		41839	98.6	31804	32403	98.1	UNAVAIL	UNAVAIL	UNAVAIL
		% <1ST YR=100>		192.1							179.5		214.1	207.7				

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PART 7

TEACHER SALARY GRID INDEX, 1975-76 TO 1983-84

WITH 1975-76 = 100

TABLE 8 / TABLEAU 8

EDUCATION RELATIONS COMMISSION
TEACHER SALARY INDEX FOR INDIVIDUAL NEGOTIATING SITUATIONS WITH 1975-76 = 100

AGREEMENT TYPE	BOARD NAME	SALARY 1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84
ELEMENTARY										
	ATIKOKAN	14906	108.0	114.5	129.4	139.7	150.8	163.0	180.5	189.5
	BRANT	13345	109.3	115.8	124.4	135.9	147.7	159.6	177.3	191.3
	BRUCE	14272	107.2	113.6	120.1	130.1	142.1	158.7	172.6	181.2
	CARLETON	14276	117.6	127.3	136.5	146.3	160.2	172.8	191.0	200.5
	CENTRAL ALGOMA	14490	112.5	123.7	131.6	138.6	145.8	166.9	186.6	196.0
	CHAPLEAU	13903	108.0	115.9	125.8	135.1	146.0	164.1	184.0	193.2
	C.IROQ.FALLS	14158	107.7	114.2	121.8	130.3	142.1	157.0	179.6	188.6
	DRYDEN	13647	114.0	122.6	130.4	138.2	147.5	170.4	191.3	203.5
	DUFFERIN	13292	111.0	119.3	123.7	131.4	146.4	158.9	174.1	182.8
	DURHAM	14434	109.6	116.0	122.5	131.7	144.6	158.7	173.0	181.7
	EAST PARRY SD.	13147	107.8	113.8	122.2	131.0	142.1	157.4	175.6	183.8
	EAST YORK	15135	108.3	117.1	118.2	131.8	141.1	159.2	173.6	182.2
	ELGIN	13736	107.8	111.7	117.4	128.9	140.3	155.2	170.8	179.4
	ESPANOLA	13135	107.5	113.9	122.6	132.4	146.5	156.8	182.4	191.6
	ESSEX	14170	112.0	120.8	128.9	138.6	146.3	159.2	183.1	192.3
	ETOBICOKE	15573	108.3	117.2	118.3	132.0	141.2	159.4	173.7	182.4
	FT.FR-RAINY RV	14032	110.1	120.0	129.4	139.6	153.7	168.8	183.9	193.1
	FRONTENAC	12985	113.9	125.0	133.6	145.4	160.2	178.7	197.7	209.9
	GERALDTON	14593	110.8	117.5	124.5	134.0	145.4	159.2	182.3	191.3
	GREY	14031	111.1	122.3	129.1	138.9	150.8	167.9	183.6	195.6
	HALDIMAND	13572	107.4	113.7	121.1	131.6	141.5	161.7	179.5	188.5
	HALIBURTON	13628	107.8	113.6	124.0	137.0	150.5	168.7	187.5	203.2
	HALTON	14866	107.7	114.0	120.9	129.7	140.9	159.2	174.6	183.3
	HAMILTON	14037	111.9	119.7	127.5	136.9	147.6	166.2	180.2	189.2
	HASTINGS	13923	109.1	115.4	122.3	131.8	144.9	159.6	175.4	184.1
	HEARST	14282	105.7	112.1	122.4	130.8	148.3	159.6	173.9	181.3
	HORNEPAYNE	13938	110.0	117.8	126.4	134.8	151.0	170.1	190.5	200.1
	HURON	14068	109.1	115.1	122.9	131.2	141.7	162.7	181.1	190.1
	KAPUSKASING	16086	110.8	119.6	128.9	138.7	146.8	165.0	181.8	189.2
	KENORA	15412	109.8	118.3	125.9	135.5	145.2	165.9	183.5	195.5
	KENT	13978	109.2	117.1	124.2	132.9	147.4	162.3	178.1	187.1
	KIRKLAND LAKE	14538	110.9	118.2	125.0	133.1	144.5	163.0	177.7	186.6
	LAKEHEAD	14812	111.7	120.8	128.1	136.1	146.7	166.0	180.7	189.7
	LAKE SUPERIOR	12669	112.7	121.3	131.8	147.4	160.5	175.6	191.4	201.0
	LAMBTON	14147	107.6	109.5	121.0	130.6	141.7	158.3	174.8	183.5
	LANARK	13721	109.7	114.9	120.0	128.8	137.2	156.9	177.3	186.1
	LEEDS & GREN.	13373	112.6	119.1	126.2	135.5	147.9	163.5	184.0	193.2
	LENNOX & ADD.	14154	106.3	112.8	118.3	125.5	136.0	153.7	170.5	179.1
	LINCOLN	15736	111.1	120.4	128.2	136.8	148.5	164.4	179.2	188.2
	LONDON	15123	108.0	116.4	123.8	130.1	143.5	154.7	176.7	188.1
	MANITOULIN	13742	105.8	115.6	123.0	131.6	140.7	150.8	174.6	184.8
	MICHIPICOTEN	12927	108.9	116.2	131.8	131.8	159.0	179.7	207.5	217.9
	MIDDLESEX	14553	107.2	113.1	118.5	128.1	140.6	156.8	175.4	184.2
	MUSKOKA	14781	108.8	114.8	121.2	132.9	141.0	152.9	170.0	178.5
	NIAGARA SOUTH	14502	108.0	114.5	124.1	134.5	149.4	166.3	181.9	191.0
	NIP-RED ROCK	14289	108.9	114.7	122.2	129.9	142.8	161.7	183.9	193.1

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EDUCATION RELATIONS COMMISSION

TEACHER SALARY INDEX FOR INDIVIDUAL NEGOTIATING SITUATIONS WITH 1975-76 = 100

AGREEMENT TYPE	BOARD NAME	SALARY 1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84
ELEMENTARY	NIPISSING	15307	107.1	114.6	120.5	126.3	138.0	150.0	170.4	181.2
	NORFOLK	14013	108.4	114.6	121.3	131.7	141.3	159.3	173.3	182.0
	NORTH SHORE	14967	106.0	113.5	120.4	127.8	135.5	158.8	175.3	184.0
	NORTHUMBERLAND	14465	109.0	115.3	122.2	130.8	141.9	161.1	178.9	187.8
	NORTH YORK	15245	108.2	117.0	118.2	131.8	141.0	159.1	173.5	182.1
	OTTAWA	14574	120.0	128.2	135.2	143.8	154.6	169.3	182.0	191.2
	OXFORD	13690	108.2	115.0	121.6	132.7	145.0	158.5	176.3	189.2
	PEEL	14594	114.1	120.8	125.8	135.4	148.2	162.4	185.4	196.0
	PERTH	13575	108.7	114.8	121.1	130.0	142.8	155.8	173.5	185.9
	PETERBOROUGH	14390	109.8	116.3	122.1	133.1	146.6	164.1	183.2	192.3
	PRES & RUSSELL	12690	113.9	123.4	130.9	141.9	153.5	171.9	184.8	196.8
	PRINCE EDWARD	13077	109.8	120.0	126.6	135.3	146.4	162.2	180.0	189.0
	RED LAKE	12887	112.3	121.4	128.8	139.0	152.8	180.4	192.2	201.8
	RENFREW	14760	107.1	113.6	120.2	128.0	138.5	155.1	172.6	181.3
	S. S. MARIE	14980	108.0	115.5	125.0	133.5	146.7	161.6	179.9	188.9
	SCARBOROUGH	14841	108.4	117.1	118.3	131.9	141.1	159.3	173.6	182.3
	SIMCOE	14629	106.9	113.4	120.0	129.6	144.4	159.2	173.2	181.8
	S. D. & GLEN.	13038	114.4	123.5	130.9	138.8	151.6	168.3	189.3	198.7
	SUDBURY	14849	110.1	118.0	123.4	131.2	140.0	160.5	171.9	180.5
	TIMISKAMING	13666	111.0	117.0	124.0	124.0	147.2	164.8	182.5	192.7
	TIMMINS	13086	112.3	123.2	128.7	143.4	155.4	172.1	187.6	197.0
	TORONTO	15881	108.4	117.3	118.4	131.4	140.0	159.5	173.8	182.5
	VICTORIA	12938	110.5	117.1	122.9	133.3	144.0	165.8	180.7	189.7
	WATERLOO	14322	108.1	118.3	125.0	135.5	142.3	162.4	181.8	190.8
	WELLINGTON	14060	112.4	120.2	126.2	136.1	149.2	166.1	183.0	192.2
	WENTWORTH	12755	118.3	127.6	135.2	144.1	158.6	177.6	193.6	203.3
	WEST PARRY SD.	14359	107.6	114.5	121.2	129.7	139.8	156.6	173.8	182.5
	WINDSOR	15790	110.7	114.2	123.3	135.0	139.1	143.2	178.4	187.4
	YORK BOROUGH	15058	108.3	117.1	118.3	131.9	141.1	159.3	173.6	182.3
	YORKREGION	14322	109.9	116.3	123.4	131.8	143.0	160.8	178.5	188.3
AVERAGE		14584	110.1	117.6	123.5	133.8	144.9	161.4	178.3	187.7

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EDUCATION RELATIONS COMMISSION
TEACHER SALARY INDEX FOR INDIVIDUAL NEGOTIATING SITUATIONS WITH 1975-76 = 100

AGREEMENT TYPE	BOARD NAME	SALARY 1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84
SECONDARY										
	ATIKOKAN	19693	110.8	117.5	124.0	131.9	143.9	153.4	177.5	186.3
	BRANT	18110	110.3	117.0	124.6	133.6	146.5	160.3	174.7	183.4
	BRUCE	18179	107.9	114.4	121.5	131.7	143.9	157.9	172.1	180.7
	CARLETON	18539	116.4	119.7	139.9	148.4	155.8	166.7	182.0	191.1
	CENTRAL ALGOMA	16798	115.3	127.0	134.0	143.3	155.0	173.6	189.2	198.7
	CHAPLEAU	17902	108.0	114.9	121.4	130.1	142.1	158.8	177.8	186.7
	C.IROQ.FALLS	16465	111.6	123.0	131.5	139.0	151.8	171.5	192.1	201.7
	DRYDEN	16788	114.5	123.5	130.9	138.8	148.1	170.1	189.8	202.0
	DUFFERIN	17362	111.2	120.8	128.3	135.7	149.0	164.3	179.1	188.1
	DURHAM	18676	108.9	115.3	121.7	130.8	143.6	159.0	174.3	183.0
	EAST PARRY SD.	16626	107.7	113.9	120.0	128.7	140.8	159.9	182.6	191.7
	EAST YORK	17824	111.0	120.1	127.3	135.0	148.8	163.4	178.1	187.0
	ELGIN	17740	107.9	113.4	119.8	128.9	141.9	157.6	175.5	184.3
	ESPANOLA	19008	111.3	120.2	126.9	136.6	146.4	163.8	180.5	189.6
	ESSEX	17360	109.7	117.5	126.0	132.7	146.6	159.7	183.7	192.9
	ETOBICOKE	18891	110.9	120.3	127.5	135.2	149.1	163.7	178.4	187.3
	FT.FR-RAINY RV	17857	112.5	123.2	130.6	139.0	153.0	168.0	183.2	192.3
	FRONTENAC	16317	116.2	126.4	139.4	147.8	159.8	177.0	196.9	205.5
	GERALDTON	17907	110.9	117.4	124.4	134.4	146.5	159.7	182.5	190.8
	GREY	18902	105.8	116.4	126.1	134.5	143.5	165.2	177.9	186.8
	HALDIMAND	17083	110.5	117.0	126.5	134.2	150.1	169.6	184.9	194.1
	HALIBURTON	16181	108.3	114.4	125.2	136.7	150.5	172.4	194.6	204.3
	HALTON	18522	107.8	114.2	121.0	129.5	138.6	157.2	172.5	181.1
	HAMILTON	19250	108.0	114.5	122.3	131.5	141.8	159.6	173.0	181.7
	HASTINGS	17537	108.8	116.3	123.6	132.7	145.6	162.5	177.8	186.7
	HEARST	15378	107.8	116.2	126.8	136.8	149.7	160.5	174.9	183.7
	HORNEPAYNE	14143	110.0	117.4	125.9	132.2	138.2	154.8	173.4	182.1
	HURON	18016	106.9	115.7	123.5	132.1	144.5	164.4	183.0	192.2
	KAPUSKASING	17177	110.8	120.1	127.6	137.4	147.2	163.4	180.0	189.0
	KENORA	19004	106.5	113.8	126.2	134.7	143.4	163.3	183.2	192.7
	KENT	18028	109.9	117.9	124.0	135.9	148.5	164.1	178.8	187.8
	KIRKLAND LAKE	18006	111.4	118.1	125.7	133.3	146.6	164.5	179.3	188.3
	LAKEHEAD	18492	112.0	121.9	129.2	137.3	148.0	167.5	187.4	196.8
	LAKE SUPERIOR	15492	114.0	121.7	132.4	148.4	162.1	178.1	201.3	213.9
	LAMBTON	17325	108.3	115.9	122.7	132.9	145.0	158.5	180.7	189.8
	LANARK	17947	107.8	114.2	119.9	128.3	136.7	156.2	174.7	182.5
	LEEDS & GREN.	17756	115.9	122.2	129.4	137.6	151.0	169.2	186.2	195.6
	LENNOX & ADD.	18220	107.8	114.1	119.9	127.7	139.4	158.0	176.3	185.8
	LINCOLN	19256	112.1	121.4	129.3	138.0	149.8	165.9	180.8	189.9
	LONDON	18629	109.4	118.6	126.3	133.1	146.7	158.6	176.8	185.7
	MANITOULIN	17821	107.2	114.2	122.4	130.9	142.9	159.9	175.9	184.7
	MICHIPICOTEN	16332	109.4	118.1	127.5	139.0	152.0	169.5	191.5	201.1
	MIDDLESEX	18020	107.4	113.4	119.8	129.6	141.4	158.9	177.6	186.4
	MUSKOKA	17772	110.2	115.9	122.9	135.2	146.8	162.5	178.9	187.8
	NIAGARA SOUTH	17765	108.4	114.2	124.5	135.8	152.7	169.4	185.4	194.7
	NIP-RED ROCK	17541	107.9	114.0	122.8	131.4	143.9	157.2	183.7	196.6

TABLE 8 / TABLEAU 8

EDUCATION RELATIONS COMMISSION
TEACHER SALARY INDEX FOR INDIVIDUAL NEGOTIATING SITUATIONS WITH 1975-76 = 100

AGREEMENT TYPE	BOARD NAME	SALARY 1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84
SECONDARY	NIPISSING	19502	107.1	113.7	119.6	125.7	139.4	152.5	169.9	180.1
	NORFOLK	18440	109.8	117.6	124.7	133.9	147.7	164.2	181.9	191.0
	NORTH SHORE	18026	106.5	114.8	121.7	128.9	136.8	160.1	176.7	185.5
	NORTHUMBERLAND	18119	108.2	114.5	121.2	130.5	142.1	160.7	178.4	187.3
	NORTH YORK	18542	111.0	120.3	127.5	135.2	149.0	163.6	178.4	187.3
	OTTAWA	19840	110.5	117.2	128.0	135.6	146.5	159.4	171.4	179.9
	OXFORD	18392	109.0	116.1	121.6	132.9	146.9	164.5	179.3	188.3
	PEEL	18209	112.9	122.0	129.3	138.4	148.7	166.6	186.6	195.9
	PERTH	17905	110.6	118.1	123.9	133.9	146.6	164.8	183.0	192.2
	PETERBOROUGH	18449	110.9	117.5	124.5	133.5	146.9	164.0	182.8	192.0
	PRES & RUSSELL	17696	105.8	115.3	122.2	132.8	143.7	160.9	173.0	184.2
	PRINCE EDWARD	17371	110.8	117.0	123.2	131.2	143.0	160.5	177.5	186.4
	RED LAKE	16406	108.0	117.0	125.9	134.7	149.1	172.1	183.2	192.4
	RENFREW	18118	108.3	115.1	121.5	129.3	140.0	156.8	172.1	180.7
	S. S. MARIE	18130	112.3	121.4	129.3	135.8	149.0	159.4	178.9	187.9
	SCARBOROUGH	18221	111.2	120.5	127.8	135.4	149.3	164.0	178.7	187.7
	SIMCOE	19526	107.5	113.7	120.5	130.2	145.1	158.9	173.6	182.2
	S. D. & GLEN.	17445	113.5	122.6	129.9	138.6	150.4	166.9	187.8	197.2
	SUDBURY	17139	110.0	118.1	124.1	134.2	145.1	164.7	177.9	186.7
	TIMISKAMING	17265	111.3	117.9	124.1	131.7	147.9	165.1	183.7	192.8
	TIMMINS	16795	112.8	124.4	131.0	138.0	150.6	166.2	181.2	190.2
	TORONTO	19052	111.1	120.5	127.7	135.4	148.9	163.9	178.6	187.6
	VICTORIA	17908	110.5	117.1	123.9	132.6	143.2	164.9	179.7	188.7
	WATERLOO	19012	109.9	119.3	126.1	136.7	146.1	162.9	182.3	191.5
	WELLINGTON	17428	112.8	120.8	128.4	138.7	149.7	166.7	183.7	192.9
	WENTWORTH	16660	118.8	127.9	135.6	145.1	159.4	178.9	195.0	204.8
	WEST PARRY SD.	19609	108.6	115.1	121.8	130.4	140.5	157.4	174.7	183.4
	WINDSOR	19093	108.6	114.1	125.6	129.3	133.2	159.5	165.9	174.2
	YORK BOROUGH	18502	110.9	120.2	127.4	135.1	148.6	163.5	178.2	187.1
	YORK REGION	18908	107.7	114.1	120.9	128.8	140.3	157.9	175.2	184.8
AVERAGE		18391	110.4	118.3	126.2	134.7	146.8	162.9	178.9	187.9

TABLE 8 / TABLEAU 8

EDUCATION RELATIONS COMMISSION
TEACHER SALARY INDEX FOR INDIVIDUAL NEGOTIATING SITUATIONS WITH 1975-76 = 100

AGREEMENT TYPE	BOARD NAME	SALARY 1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84
R.C.S.S.										
	BRANT	12959	107.9	113.9	121.1	133.0	145.4	158.9	178.6	187.6
	BRUCE-GREY	11940	117.8	125.3	133.6	146.3	160.9	178.7	198.2	208.1
	CARLETON	13416	107.0	114.9	122.1	131.9	145.1	162.5	181.2	190.3
	C.IROQ.FALLS	13115	104.9	111.7	119.5	127.8	136.6	154.3	165.1	173.4
	DRYDEN	14675	109.4	120.5	127.8	136.3	145.3	168.7	190.0	202.2
	DUFFERIN-PEEL	12671	119.4	128.7	137.5	146.1	158.5	177.2	197.9	207.4
	DURHAM	13305	114.7	122.8	130.8	141.1	151.9	171.5	187.6	197.1
	ELGIN	12611	113.5	122.4	133.0	140.4	155.3	175.8	195.1	204.8
	ESSEX	13651	111.5	121.1	129.3	139.0	151.1	165.3	180.2	189.2
	FT.FR-RAINY RV	15849	105.5	111.5	124.9	134.9	148.3	162.9	180.7	189.8
	FRT-LEN & ADD.	12737	117.6	125.8	133.4	147.0	159.9	176.9	195.6	205.4
	GERALDTON	12801	108.3	118.3	125.0	134.6	144.6	159.7	178.0	186.9
	HALD-NORFOLK	12158	111.6	122.8	130.1	139.3	153.0	172.7	188.2	197.6
	HALTON	13558	108.3	116.0	123.2	130.7	142.8	161.4	175.9	184.7
	HAM-WENTWORTH	13479	114.8	120.6	128.1	138.5	149.8	169.8	186.4	195.7
	HASTINGS-PR ED	13778	108.0	115.1	123.7	134.1	146.6	164.5	182.4	191.6
	HEARST	12121	113.9	125.1	134.5	146.6	155.5	170.0	188.0	199.9
	HURON-PERTH	13525	107.8	113.3	121.5	134.5	146.2	161.4	185.2	195.8
	KAPUSKASING	14263	107.9	115.7	124.3	136.6	144.4	160.3	174.7	183.4
	KENORA	14290	110.2	119.3	126.9	128.7	140.6	156.7	174.5	183.2
	KENT	13662	108.0	114.5	120.8	132.1	144.1	160.3	176.3	185.1
	KIRKLAND LAKE	13498	107.7	114.3	120.3	129.4	140.7	158.0	176.2	185.0
	LAKEHEAD	14049	107.8	114.6	126.5	138.5	150.8	169.0	186.6	195.9
	LAMBTON	13622	110.8	119.3	125.9	135.7	147.9	166.9	186.5	195.1
	LAN-LDS & GREN	12588	110.9	119.7	129.7	139.9	154.2	170.5	191.0	200.5
	LINCOLN	14108	111.6	118.4	127.0	135.2	143.4	165.1	183.6	192.8
	LON-MIDDLESEX	13984	108.6	118.9	126.0	134.7	149.0	160.2	181.2	191.6
	METRO SEPARATE	14742	108.1	114.2	121.7	131.7	140.9	158.9	174.8	183.5
	MICHIPICOTEN	13091	107.0	113.4	123.5	132.0	147.7	164.2	183.9	192.9
	NIPISSING	13773	113.7	120.7	127.4	136.5	146.3	163.2	180.6	189.5
	NORTH SHORE	13600	107.9	114.5	121.8	133.3	147.0	167.8	185.8	195.1
	NORTH OF SUP.	12198	117.3	125.1	131.4	145.3	161.4	178.9	193.5	203.2
	OTTAWA	13685	114.2	121.1	128.4	137.7	150.5	167.4	187.9	197.4
	OXFORD	12794	108.5	117.6	124.1	134.1	145.4	165.2	182.6	191.7
	PETERBOROUGH	13299	112.0	120.4	126.3	133.4	140.1	164.5	185.9	195.2
	PRES & RUSSELL	13530	105.9	110.7	119.6	130.3	145.7	164.3	177.5	189.0
	RENFREW	13088	112.4	120.0	122.3	136.6	147.7	165.5	184.2	193.4
	S. S. MARIE	14483	108.5	115.3	124.4	132.1	143.0	154.1	173.3	185.3
	SIMCOE	13659	109.2	115.7	125.0	136.1	147.7	165.4	183.6	192.3
	S. D. & GLEN.	12506	111.5	122.6	130.6	141.0	153.7	171.7	191.2	201.0
	SUDBURY	13368	115.1	124.5	131.7	140.6	153.1	170.3	190.2	199.9
	TIMISKAMING	11852	114.7	120.0	126.0	133.6	143.8	161.9	184.4	193.6
	TIMMINS	12450	112.9	126.4	133.9	142.4	154.6	166.6	186.6	196.0
	WATERLOO	14256	109.1	115.6	123.6	134.7	145.7	164.7	182.8	191.9
	WELLAND	14238	110.0	117.1	125.9	136.6	151.0	168.5	183.5	192.6
	WELLINGTON	14083	110.4	117.8	124.9	133.6	145.1	161.4	177.4	188.5

TABLE 8 / TABLEAU 8

EDUCATION RELATIONS COMMISSION
TEACHER SALARY INDEX FOR INDIVIDUAL NEGOTIATING SITUATIONS WITH 1975-76 = 100

AGREEMENT TYPE	BOARD NAME	SALARY 1975-76	1976-77	1977-78	1978-79	1979-80	1980-81	1981-82	1982-83	1983-84
R.C.S.S.	WINDSOR	15559	108.9	115.3	122.3	134.2	140.9	158.7	173.0	179.9
	YORK REGION	13451	108.0	114.8	122.0	130.6	147.5	164.1	184.3	193.5
AVERAGE		13818	110.8	118.3	125.9	135.8	147.2	164.8	182.4	191.6

PART 8

AVERAGE INCREASE IN ONTARIO BASE WAGE RATES IN FIRST 12 MONTHS OF COLLECTIVE AGREEMENTS COVERING 200 OR MORE EMPLOYEES (CALENDAR YEAR BASIS), 1976 TO 1983

AVERAGE INCREASE IN ONTARIO TEACHER SALARY GRIDS BY AGREEMENT TYPE [AGREEMENT YEAR (SEPTEMBER - AUGUST) BASIS], 1975-76 TO 1983-84

TABLE 9

First 12 Months of Agreements with Term of:

AVERAGE INCREASE IN ONTARIO BASE WAGE RATES IN FIRST 12 MONTHS OF COLLECTIVE BARGAINING SETTLEMENTS COVERING 200 OR MORE EMPLOYEES (CALENDAR YEAR BASIS), 1976-1983

	1976		1977		1978		1979		1980		1981		1982		1983	
	%	¢/hr.[2]	%	¢/hr.	%	¢/hr.	%	¢/hr.	%	¢/hr.	%	¢/hr.	%	¢/hr.	%	¢/hr
One-Year																
With COLA[1]	9.7	50.9	6.7	39.1	5.2	31.7	5.1	36.0	7.5	60.8	8.1	78.0	3.9	36.1	3.3	36.8
Without COLA	12.5	55.0	7.8	46.8	6.4	34.4	8.0	48.1	10.4	68.6	13.4	97.4	11.1	96.9	6.0	56.4
Two-Years																
With COLA	16.5	72.9	4.2	23.3	7.7	45.6	8.5	56.7	10.6	79.8	11.0	85.2	6.3	54.8	5.2	47.8
Without COLA	14.3	63.0	8.9	44.9	7.7	46.5	8.5	49.5	9.9	84.5	13.0	96.4	10.5	97.9	7.3	77.0
Three-Years																
With COLA	7.6	42.0	5.4	30.5	4.4	26.8	6.3	40.8	6.8	49.1	11.5	99.9	7.5	54.7	2.1	19.4
Without COLA	16.3	74.9	6.0	30.7	6.7	29.9	10.2	58.6	12.8	80.0	13.1	70.7	8.9	84.7	8.6	58.7
ALL AGREEMENTS	12.7	57.5	7.4	43.2	6.7	38.6	7.8	47.7	9.7	74.7	12.6	94.6	9.7	87.3	6.1	59.4

Source: "Wage Developments in Collective Bargaining Settlements in Ontario (Ontario Ministry of Labour, Research Branch) for 1976, 1977 and 1978. For years subsequent to 1978 from Ministry of Labour print-outs.

[1]Agreement contains a COLA provision during its term although not necessarily during its first 12 months.

[2]¢/hr. = average cents per hour.

ELEMENTARY

TABLE 10

AVERAGE INCREASE IN ONTARIO TEACHER SALARY GRIDS

LENGTH OF AGREEMENT AND YEAR UNDER ANALYSIS	1976-77 over 1975-76		1977-78 over 1976-77		1978-79 over 1977-78		1979-80 over 1978-79		1980-81 over 1979-80		1981-82 over 1980-81		1982-83 over 1981-82		1983-84 over 1982-83	
	%	$	%	$	%	$	%	$	%	$	%	$	%	$	%	$
ONE-YEAR OR 1st YEAR OF 2 OR 3 YEAR TERM[a]																
with COLA	10.1	1,474	7.7	1,246	6.3	1,159	8.0	1,661	7.8	1,698	13.0	3,267	9.4	2,499	5.0	1,538
without COLA	10.8	1,537	6.9	1,162	6.0	1,089	7.4	1,494	9.5	2,058	12.5	3,104	9.9	2,804	5.2	1,664
2nd YEAR OF 2 OR 3 YEAR TERM																
with COLA	8.4	1,284	3.1	564	1.0	196	5.5	1,124	6.7	1,569	8.8	2,114	11.5	3,195	-	-
without COLA	10.9	1,578	8.2	1,456	-	-	7.6	1,517	8.0	1,750	9.5	2,337	10.3	2,812	5.2	1,694
3rd YEAR OF 3 YEAR TERM																
with COLA	-	-	-	-	-	-	-	-	-	-	3.0	800	-	-	-	-
without COLA	-	-	-	-	-	-	-	-	-	-	-	-	14.4	3,947	-	-
TOTAL (Excluding COLA)	10.1	1,464	7.0	1,169	4.9	883	7.4	1,488	8.3	1,836	11.5	2,834	10.3	2,894	5.2	1,661
Additional amount generated by COLA	0.6	85	0.2	30	1.2	224	0.3	65	0.6	139	0.8	192	0.01	2	Not available	

a) Includes 20 month agreements

SECONDARY

TABLE 10

AVERAGE INCREASE IN ONTARIO TEACHER SALARY GRIDS

LENGTH OF AGREEMENT AND YEAR UNDER ANALYSIS	1976-77 over 1975-76		1977-78 over 1976-77		1978-79 over 1977-78		1979-80 over 1978-79		1980-81 over 1979-80		1981-82 over 1980-81		1982-83 over 1981-82		1983-84 over 1982-83	
	%	$	%	$	%	$	%	$	%	$	%	$	%	$	%	$
ONE-YEAR OR 1st YEAR OF 2 OR 3 YEAR TERM[a]																
with COLA	10.5	1,950	7.9	1,607	7.2	1,610	6.4	1,505	10.8	2,692	12.5	3,651	8.9	2,839	-	-
without COLA	9.9	1,784	7.3	1,502	6.6	1,496	7.3	1,759	9.6	2,473	12.0	3,435	9.7	3,162	5.0	1,831
2nd YEAR OF 2 OR 3 YEAR TERM																
with COLA	11.1	2,061	5.5	1,202	-	-	5.7	1,422	7.4	1,945	9.5	2,823	10.1	3,293	-	-
without COLA	11.7	2,105	8.0	1,651	5.5	1,216	6.6	1,628	8.4	2,180	9.2	2,762	11.2	3,637	5.0	1,799
3rd YEAR OF 3 YEAR TERM																
with COLA	-	-	-	-	-	-	-	-	3.0	797	9.4	2,655	-	-	5.0	1,799
without COLA	-	-	-	-	-	-	-	-	10.2	2,780	-	-	-	-	-	-
TOTAL (Excluding COLA)	10.4	1,905	7.3	1,503	6.7	1,506	6.7	1,631	9.0	2,343	11.0	3,207	9.9	3,232	5.0	1,823
Additional amount generated by COLA	0.9	172	0.7	153	0.2	46	0.5	115	0.5	110	0.4	116	0.1	48	Not available	

a) Includes 20 month agreements

R.C.S.S.

TABLE 10

AVERAGE INCREASE IN ONTARIO TEACHER SALARY GRIDS

LENGTH OF AGREEMENT AND YEAR UNDER ANALYSIS	1976-77 over 1975-76		1977-78 over 1976-77		1978-79 over 1977-78		1979-80 over 1978-79		1980-81 over 1979-80		1981-82 over 1980-81		1982-83 over 1981-82		1983-84 over 1982-83	
	%	$	%	$	%	$	%	$	%	$	%	$	%	$	%	$
ONE-YEAR OR 1st YEAR OF 2 OR 3 YEAR TERM[a]																
with COLA	11.5	1,573	6.5	1,034	1.8	300	1.4	271	-	-	11.5	2,685	-	-	-	-
without COLA	11.7	1,571	6.2	999	6.6	1,176	8.0	1,547	9.7	1,984	12.5	2,950	10.6	2,830	5.0	1,524
2nd YEAR OF 2 OR 3 YEAR TERM																
with COLA	8.2	1,216	-	-	6.0	1,145	6.3	1,248	6.6	1,455	9.2	2,178	9.8	2,778	-	-
without COLA	-	-	6.5	1,025	7.2	1,292	7.5	1,352	8.6	1,829	10.0	2,338	10.5	3,034	5.2	1,575
3rd YEAR OF 3 YEAR TERM																
with COLA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
without COLA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	5.0	1,328
TOTAL (Excluding COLA)	10.8	1,625	6.3	1,002	6.6	1,169	7.9	1,523	8.4	1,774	12.1	2,849	10.3	3,019	5.0	1,530
Additional amount generated by COLA	0.2	34	0.0	0	0.2	36	0.1	11	0.3	73	0.1	13	0.01	3	Not available	

a) Includes 20 month agreements

PART 9

ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4/ GROUP 4 MAXIMUM COMPARISONS, 1975-76 TO 1983-84

ABBREVIATIONS EMPLOYED IN FOLLOWING TABLE	EXPLANATION
$ COLA AMOUNT	Average cost-of-living allowance paid to all recipients; not necessarily those at Category A4/Group 4 maximum.
NO ELEM	Either: (1) no Category A4, or (2) salary grid available.
NO RCSS	Either: (1) no Category A4 or (2) salary grid available.
NO BD	No counterpart R.C.S.S. Board exists.
NO SEC	No Secondary salary grid available.

TABLE 11 / TABLEAU 11

EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
		CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
ATIKOKAN												
	1975-76	NO ELEM	NO ELEM	NO ELEM	0	NO RCSS	NO RCSS	NO RCSS	0	23460	14	0
	1976-77	23560	14	92.0	0	NO RCSS	NO RCSS	NO RCSS	0	25620	12	0
	1977-78	24974	14	92.0	0	NO RCSS	NO RCSS	NO RCSS	0	27160	12	0
	1978-79	26415	12	92.2	0	NO RCSS	NO RCSS	NO RCSS	0	28660	12	0
	1979-80	28330	12	93.8	500	NO RCSS	NO RCSS	NO RCSS	0	30210	12	500
	1980-81	32316	12	97.6	0	NO RCSS	NO RCSS	NO RCSS	0	33100	12	0
	1981-82	34998	12	98.6	500	34000	12	97.1	0	35500	12	500
	1982-83	38515	12	94.0	0	37500	12	97.4	0	40968	12	0
	1983-84	40441	12	94.0	0	39375	12	97.4	0	43016	12	0
BRANT												
	1975-76	22050	11	100.0	0	22000	13	99.8	0	22050	11	0
	1976-77	24200	11	99.2	0	23900	13	98.8	0	24400	11	0
	1977-78	25627	11	98.8	0	25215	13	98.4	0	25950	11	0
	1978-79	27637	11	100.0	0	26805	13	97.0	0	27637	11	0
	1979-80	29630	11	100.0	0	29465	13	99.4	0	29633	11	0
	1980-81	32296	11	99.4	0	32180	13	99.6	0	32500	11	0
	1981-82	34880	11	98.1	140	35165	13	100.8	0	35550	11	0
	1982-83	38752	11	100.0	0	39515	13	102.0	0	38750	11	0
	1983-84	41825	11	102.8	0	41490	13	99.2	0	40608	11	0
BRUCE, BRUCE-GREY RC												
	1975-76	22600	11	100.0	0	19740	14	87.3	0	22600	11	0
	1976-77	24100	11	98.4	0	22768	13	94.5	0	24500	11	0
	1977-78	25500	11	98.2	0	24071	12	94.4	0	25970	11	0
	1978-79	26954	11	97.7	0	25676	12	95.3	0	27600	11	0
	1979-80	29218	11	97.7	0	28175	12	96.4	0	29919	11	0
	1980-81	31906	11	97.7	0	30981	12	97.1	0	32672	11	0
	1981-82	35858	11	100.0	0	34417	12	96.0	0	35858	11	35
	1982-83	38996	11	99.8	0	38065	12	97.6	0	39085	11	0
	1983-84	40946	11	99.8	0	39963	12	97.6	0	41039	11	0
CARLETON												
	1975-76	22800	13	99.1	0	23360	14	102.5	0	23015	11	138
	1976-77	25600	12	98.8	0	25002	14	97.7	0	25911	10	744
	1977-78	27460	12	103.0	0	26853	14	97.8	0	26655	10	2446
	1978-79	29385	10	94.3	0	28531	14	97.1	0	31156	10	0
	1979-80	31500	10	95.4	0	30814	14	97.8	0	33035	10	0
	1980-81	34485	10	99.4	0	33895	14	98.3	0	34687	10	0
	1981-82	37025	10	99.8	0	37962	14	102.5	0	37115	10	0
	1982-83	40435	10	99.8	0	42328	14	104.7	0	40520	10	0
	1983-84	42457	10	99.8	0	44444	14	104.7	0	42546	10	0

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EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
		CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
CENTRAL ALGOMA												
	1975-76	21593	13	98.4	0	NO BD	NO BD	NO BD	0	21948	13	0
	1976-77	23919	13	96.1	0	NO BD	NO BD	NO BD	0	24891	12	0
	1977-78	26069	13	96.2	0	NO BD	NO BD	NO BD	0	27086	12	0
	1978-79	27381	12	95.9	0	NO BD	NO BD	NO BD	0	28560	12	0
	1979-80	28851	12	94.4	0	NO BD	NO BD	NO BD	0	30548	12	0
	1980-81	30245	12	91.5	0	NO BD	NO BD	NO BD	0	33047	12	0
	1981-82	35684	12	96.4	0	NO DD	NO BD	NO BD	0	37005	12	0
	1982-83	40305	12	99.9	0	NO BD	NO BD	NO BD	0	40335	12	0
	1983-84	42320	12	99.9	0	NO BD	NO BD	NO BD	0	42352	12	0
CHAPLEAU												
	1975-76	22100	12	95.9	0	17200	12	77.8	0	23040	11	0
	1976-77	23831	12	95.9	0	19520	12	81.9	0	24838	11	0
	1977-78	25445	12	97.3	0	20712	12	81.4	0	26147	11	0
	1978-79	26742	12	97.8	0	22366	12	83.6	0	27337	11	0
	1979-80	28884	12	97.1	0	24375	12	84.4	0	29735	11	0
	1980-81	30845	12	93.4	0	26375	12	85.5	0	33010	11	0
	1981-82	35681	12	96.4	0	31139	12	87.3	0	37015	11	0
	1982-83	40088	12	96.7	0	36121	12	90.1	0	41446	11	0
	1983-84	42093	12	96.7	0	NO RCSS	NO RCSS	NO RCSS	0	43519	11	0
COCHRANE-IROQ. FALLS												
	1975-76	23414	11	106.9	0	26400	10	112.8	0	21895	11	0
	1976-77	24900	11	102.8	0	26400	10	106.0	0	24230	11	0
	1977-78	26394	11	99.7	0	27160	10	102.9	0	26469	11	0
	1978-79	27800	11	99.8	0	28000	10	100.7	0	27869	11	0
	1979-80	29000	11	97.4	0	29945	10	103.3	0	29775	11	0
	1980-81	31560	11	97.1	0	31090	10	98.5	649	32515	11	0
	1981-82	34918	11	95.0	0	35508	10	101.7	0	36742	11	0
	1982-83	39944	11	97.1	0	37985	10	95.1	0	41151	11	0
	1983-84	41945	11	97.1	0	39084	10	95.1	0	43209	11	0
DRYDEN												
	1975-76	22630	10	100.5	0	NO RCSS	NO RCSS	NO RCSS	0	22520	10	0
	1976-77	25170	10	100.0	0	24825	11	98.6	0	25170	10	0
	1977-78	26650	10	98.7	0	26650	11	100.0	0	27000	10	0
	1978-79	28620	10	100.0	0	28409	11	99.3	0	28620	10	0
	1979-80	30335	10	100.0	0	30340	10	100.0	0	30335	10	0
	1980-81	32365	10	100.0	561	32370	10	100.0	680	32365	10	600
	1981-82	37171	11	100.0	0	37200	10	100.1	0	37171	11	0
	1982-83	41563	11	100.0	0	41570	10	100.0	0	41563	11	0
	1983-84	44231	11	100.0	0	44245	10	100.0	0	44231	11	0

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EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	ELEMENTARY PANEL CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	R.C.S.S. BOARD CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	SECONDARY PANEL GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
DUFFERIN, DUF-PEEL RC	1975-76	21433	12	95.9	0	21034	14	98.1	0	22358	13	0
	1976-77	23695	12	97.1	0	24410	12	103.0	0	24395	11	0
	1977-78	25610	12	96.2	0	26160	12	102.1	0	26614	11	0
	1978-79	27450	12	97.2	0	27280	12	99.4	0	28251	11	0
	1979-80	28976	12	96.9	0	29680	12	102.4	0	29890	11	0
	1980-81	32155	11	98.0	0	32200	12	100.1	0	32820	11	0
	1981-82	34905	11	96.4	0	36000	12	103.1	0	36200	11	0
	1982-83	38237	11	96.9	0	40190	12	105.1	0	39458	11	0
	1983-84	40149	11	96.9	0	42200	12	105.1	0	41431	11	0
DURHAM	1975-76	23202	11	100.0	119	21225	13	91.5	0	23202	11	119
	1976-77	25340	11	100.0	0	24832	13	98.0	0	25340	11	0
	1977-78	26830	11	100.0	0	26570	13	99.0	0	26830	11	0
	1978-79	28322	11	100.1	0	28297	13	99.9	0	28306	11	0
	1979-80	30429	11	100.0	0	30212	13	99.3	0	30429	11	0
	1980-81	33411	11	100.0	0	32223	13	96.4	0	33411	11	0
	1981-82	36685	11	99.2	0	36387	13	99.2	0	36994	11	0
	1982-83	39987	11	98.6	0	39810	13	99.6	0	40548	11	0
	1983-84	41986	11	98.6	0	41801	13	99.6	0	42575	11	0
EAST PARRY SOUND	1975-76	22400	13	100.0	0 .	NO BD	. NO BD .	NO BD	0	22400	13	0
	1976-77	24108	13	100.0	0 .	NO BD	. NO BD .	NO BD	0	24108	13	0
	1977-78	24603	12	96.6	0 .	NO BD	. NO BD .	NO BD	0	25463	13	0
	1978-79	26620	13	97.8	0 .	NO BD	. NO BD .	NO BD	0	27226	13	0
	1979-80	28550	13	97.8	0 .	NO BD	. NO BD .	NO BD	0	29202	13	0
	1980-81	30491	13	97.7	0 .	NO BD	. NO BD .	NO BD	0	31200	13	0
	1981-82	34210	13	96.5	0 .	NO BD	. NO BD .	NO BD	0	35443	13	0
	1982-83	38515	13	95.2	0 .	NO BD	. NO BD .	NO BD	0	40470	13	0
	1983-84	40325	13	94.9	0 .	NO BD	. NO BD .	NO BD	0	42494	13	0
EAST YORK, METRO RC	1975-76	22969	12	101.5	0	23000	12	100.1	0	22619	12	0
	1976-77	24820	11	100.0	308	24800	11	99.9	18	24820	11	357
	1977-78	26997	10	100.0	0	25800	11	95.6	0	26957	10	0
	1978-79	27257	10	95.3	800	28100	10	103.1	0	28617	10	0
	1979-80	30405	10	100.2	0	30404	10	100.0	0	30334	10	128
	1980-81	32533	10	97.3	208	32532	10	100.0	187	33443	10	0
	1981-82	36720	10	100.0	150	36696	10	99.9	0	36720	10	39
	1982-83	40025	10	100.0	0	40366	10	100.9	0	40025	10	0
	1983-84	42026	10	100.0	0	42384	10	100.9	0	42026	10	0

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EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
		CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
ELGIN												
	1975-76	22100	12	100.0	0	20250	14	91.6	0	22100	12	0
	1976-77	24000	12	100.0	0	22650	14	94.4	0	24000	12	0
	1977-78	25500	12	100.0	0	24502	14	96.1	0	25500	12	0
	1978-79	27500	12	100.0	0	27000	14	98.2	0	27500	12	0
	1979-80	29500	12	100.3	0	27765	14	94.1	0	29400	12	0
	1980-81	32500	12	100.0	0	30225	14	93.0	0	32500	12	0
	1981-82	36000	12	100.0	0	34003	12	94.5	0	36000	12	0
	1982-83	39602	12	98.3	0	37743	12	95.3	0	40300	12	0
	1983-84	41582	12	98.3	0	39630	12	95.3	0	42315	12	0
ESPANOLA												
	1975-76	21250	10	93.4	0 .	NO BD	. NO BD .	NO BD	0	22761	12	0
	1976-77	24040	12	95.3	0 .	NO BD	. NO BD .	NO BD	0	25220	12	0
	1977-78	25490	12	94.7	0 .	NO BD	. NO BD .	NO BD	0	26905	12	0
	1978-79	27400	12	96.5	0 .	NO BD	. NO BD .	NO BD	0	28400	11	0
	1979-80	29701	12	97.1	0 .	NO BD	. NO BD .	NO BD	0	30602	11	0
	1980-81	32520	11	99.1	0 .	NO BD	. NO BD .	NO BD	0	32805	11	448
	1981-82	34796	11	94.9	219 .	NO BD	. NO BD .	NO BD	0	36682	11	0
	1982-83	40490	11	100.2	0 .	NO BD	. NO BD .	NO BD	0	40390	11	0
	1983-84	42515	11	100.2	0 .	NO BD	. NO BD .	NO BD	0	42410	11	0
ESSEX												
	1975-76	21756	12	100.0	0	21576	14	99.2	0	21756	12	0
	1976-77	24600	12	102.0	0	23929	12	97.3	219	24120	12	0
	1977-78	26200	12	100.8	0	25845	12	98.6	0	25983	12	0
	1978-79	28000	10	101.4	0	27602	12	98.6	0	27614	12	295
	1979-80	30100	10	104.2	0	29672	12	98.6	0	28900	10	1568
	1980-81	31900	10	100.0	1176	32238	12	101.1	0	31900	10	1437
	1981-82	34750	10	100.0	1273	35279	12	101.5	0	34750	10	1407
	1982-83	39978	10	100.0	0	38454	12	96.2	0	39978	10	0
	1983-84	41980	10	100.0	0	40377	12	96.2	0	41980	10	0
ETOBICOKE												
	1975-76	22969	12	101.5	0 .	NO BD	. NO BD .	NO BD	0	22619	12	0
	1976-77	24820	11	100.0	100 .	NO BD	. NO BD .	NO BD	0	24820	11	120
	1977-78	26997	10	100.0	0 .	NO BD	. NO BD .	NO BD	0	26997	10	0
	1978-79	27267	10	95.3	810 .	NO BD	. NO BD .	NO BD	0	28617	10	0
	1979-80	30405	10	100.2	0 .	NO BD	. NO BD .	NO BD	0	30334	10	143
	1980-81	32533	10	97.3	215 .	NO BD	. NO BD .	NO BD	0	33443	10	0
	1981-82	36720	10	100.0	168 .	NO BD	. NO BD .	NO BD	0	36720	10	39
	1982-83	40025	10	100.0	0 .	NO BD	. NO BD .	NO BD	0	40025	10	0

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EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

		ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
ETOBICOKE	1983-84	42026	10	100.0	0	NO BD	NO BD	NO BD	0	42026	10	0
FT. FRAN-RAINY RIVER												
	1975-76	22285	11	98.2	0	22310	14	100.1	0	22700	11	0
	1976-77	24180	11	98.7	0	23180	14	95.9	0	24510	11	0
	1977-78	26356	11	98.6	0	24580	13	93.3	0	26720	11	0
	1978-79	28430	11	100.0	0	27530	13	96.8	0	28430	11	0
	1979-80	29930	11	100.0	0	29732	13	99.3	0	29930	11	0
	1980-81	32950	11	100.0	0	32765	12	99.4	0	32950	11	0
	1981-82	36180	11	100.0	0	35976	12	99.4	0	36180	11	0
	1982-83	39440	11	100.0	0	39933	12	101.2	0	39440	11	0
	1983-84	41410	11	100.0	0	41930	12	101.3	0	41410	11	0
FRONTENAC, FRONT. RC												
	1975-76	21640	14	102.6	594	NO RCSS	12	NO RCSS	0	21101	14	605
	1976-77	24062	14	99.8	0	23300	12	96.8	0	24102	12	250
	1977-78	25997	14	99.3	66	24931	12	95.9	0	26175	12	250
	1978-79	27668	14	96.6	42	26427	12	95.5	0	28652	12	0
	1979-80	30078	14	99.0	0	29128	12	96.8	0	30371	12	0
	1980-81	32500	12	98.8	0	31687	12	97.5	0	32900	12	0
	1981-82	36123	12	99.2	0	35046	12	97.0	0	36410	12	0
	1982-83	39889	12	98.5	0	38761	12	97.2	0	40480	12	0
	1983-84	42198	12	99.3	0	40699	12	96.4	0	42504	12	0
GERALDTON												
	1975-76	22320	12	98.3	0	18900	10	84.7	0	22704	13	0
	1976-77	25160	13	99.9	0	20150	10	80.1	0	25190	13	0
	1977-78	26670	13	100.0	0	21848	10	81.9	0	26670	13	0
	1978-79	28270	13	100.0	0	24648	11	87.2	0	28270	13	0
	1979-80	30530	13	100.0	0	26232	11	85.9	0	30530	13	0
	1980-81	33080	13	99.4	0	31140	11	94.1	0	33290	13	0
	1981-82	36290	13	100.0	0	36420	13	100.4	0	36290	13	0
	1982-83	41460	13	100.0	0	40620	13	98.0	0	41460	13	0
	1983-84	43530	13	100.0	0	42651	13	98.0	0	43530	13	0
GREY												
	1975-76	21600	12	95.7	720	NO BD	NO BD	NO BD	0	22560	12	1003
	1976-77	24000	12	100.0	514	NO BD	NO BD	NO BD	0	24000	12	1595
	1977-78	26000	12	100.0	0	NO BD	NO BD	NO BD	0	26000	12	420
	1978-79	27456	12	97.5	0	NO BD	NO BD	NO BD	0	28162	12	0
	1979-80	29551	12	98.4	44	NO BD	NO BD	NO BD	0	30042	12	117
	1980-81	32055	12	100.0	255	NO BD	NO BD	NO BD	0	32055	12	297
	1981-82	35687	12	96.7	0	NO BD	NO BD	NO BD	0	36915	12	0

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EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
		CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
GREY	1982-83	39042	12	98.3	0	NO BD	NO BD	NO BD	0	39736	12	0
	1983-84	41594	12	99.7	0	NO BD	NO BD	NO BD	0	41723	12	0
HALDIMAND,HAL-NOR RC												
	1975-76	NO ELEM	NO ELEM	NO ELEM	0	22100	12	NO ELEM	0	21972	11	0
	1976-77	24530	12	100.6	0	22792	12	92.9	0	24372	12	0
	1977-78	25855	12	99.6	0	24952	12	96.5	0	25955	12	0
	1978-79	27535	12	98.3	0	26425	11	96.0	0	28019	12	0
	1979-80	29609	12	100.0	0	28270	11	95.5	0	29609	12	0
	1980-81	31839	11	97.1	0	31097	11	97.7	0	32806	11	0
	1981-82	36166	11	98.2	0	35093	11	97.0	0	36827	11	0
	1982-83	40144	11	100.0	0	38251	11	95.3	0	40141	11	0
	1983-84	42151	11	100.0	0	40164	11	95.3	0	42148	11	0
HALIBURTON												
	1975-76	21750	14	100.0	0	NO BD	NO BD	NO BD	0	21750	14	0
	1976-77	23450	12	100.0	0	NO BD	NO BD	NO BD	0	23450	12	0
	1977-78	24500	12	98.8	0	NO BD	NO BD	NO BD	0	24787	12	0
	1978-79	26705	11	98.8	0	NO BD	NO BD	NO BD	0	27020	11	383
	1979-80	28635	11	97.0	72	NO BD	NO BD	NO BD	0	29522	11	65
	1980-81	30475	11	93.8	0	NO BD	NO BD	NO BD	0	32495	11	91
	1981-82	36000	11	97.6	0	NO BD	NO BD	NO BD	0	36880	11	0
	1982-83	40425	11	98.0	0	NO BD	NO BD	NO BD	0	41255	11	0
	1983-84	43313	11	100.0	0	NO BD	NO BD	NO BD	0	43315	11	0
HALTON												
	1975-76	23500	12	100.0	0	22839	12	97.2	0	23500	12	0
	1976-77	25350	12	100.0	0	24437	12	96.4	0	25350	12	0
	1977-78	26843	12	100.0	0	26024	12	96.9	0	26843	12	0
	1978-79	28454	12	100.0	0	27404	12	96.3	0	28454	12	0
	1979-80	29999	12	98.5	0	28847	12	96.2	0	30446	12	0
	1980-81	32490	12	99.7	0	32020	12	98.6	0	32577	12	0
	1981-82	36974	12	99.7	0	36189	12	97.9	0	37073	12	0
	1982-83	40727	12	99.9	0	39446	12	96.9	0	40761	12	0
	1983-84	42763	12	99.9	0	41421	12	96.9	0	42799	12	0
HAMILTON,HAM-WENT RC												
	1975-76	22506	11	95.8	0	21846	13	97.1	0	23500	11	0
	1976-77	24320	11	95.8	0	25035	11	102.9	0	25380	11	0
	1977-78	26903	11	100.0	0	26162	11	97.2	0	26903	11	0
	1978-79	28750	11	100.0	0	27918	11	97.1	0	28750	11	0
	1979-80	30906	11	100.0	0	30151	11	97.6	0	30906	11	0
	1980-81	33117	11	100.0	0	32486	11	98.1	0	33117	11	0

TABLE 11 . TABLEAU 11

EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	ELEMENTARY PANEL CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	R.C.S.S. BOARD CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	SECONDARY PANEL GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
HAMILTON,HAM-WENT RC	1981-82	37515	11	100.0	0	36966	11	98.5	0	37515	11	0
	1982-83	40660	11	100.0	0	40572	11	99.8	0	40660	11	0
	1983-84	42693	11	100.0	0	42601	11	99.8	0	42693	11	0
HASTINGS, HAST-PR ED												
	1975-76	22640	14	101.1	0	21353	14	94.3	0	22400	13	326
	1976-77	24500	14	100.0	0	23061	14	94.1	0	24500	13	0
	1977-78	25900	14	99.6	0	24578	14	94.9	0	26000	13	0
	1978-79	27480	14	99.3	0	26421	14	96.1	0	27660	13	0
	1979-80	29620	14	99.5	0	28641	14	96.7	0	29780	13	0
	1980-81	32618	14	99.4	0	31300	14	96.0	0	32809	13	0
	1981-82	35972	14	98.2	0	35200	14	97.9	0	36615	13	0
	1982-83	39494	14	98.6	0	39600	14	100.3	0	40053	13	0
	1983-84	41469	14	98.6	0	41580	14	100.3	0	42056	13	0
HEARST												
	1975-76	22300	12	98.5	0	NO RCSS	NO RCSS	NO RCSS	0	22643	12	0
	1976-77	23120	12	96.3	0	NO RCSS	NO RCSS	NO RCSS	0	24012	12	0
	1977-78	24600	12	95.1	0	25557	11	103.9	0	25874	13	0
	1978-79	28202	12	100.0	0	27480	11	97.4	0	28202	12	0
	1979-80	29402	12	96.4	0	29949	11	101.9	0	30495	12	0
	1980-81	33015	12	100.0	0	31928	11	96.7	0	33015	12	0
	1981-82	35865	12	100.0	0	33678	11	93.9	0	35865	12	0
	1982-83	39093	12	100.0	0	37245	11	95.3	0	39093	12	0
	1983-84	40749	12	99.3	0	39598	11	97.2	0	41048	12	0
HORNEPAYNE												
	1975-76	21631	11	104.0	0	NO RCSS	NO RCSS	NO RCSS	0	20800	10	0
	1976-77	23794	11	104.0	0	NO RCSS	NO RCSS	NO RCSS	0	22880	10	0
	1977-78	25500	11	100.8	0	NO RCSS	NO RCSS	NO RCSS	0	25307	10	0
	1978-79	26800	11	101.5	0	NO RCSS	NO RCSS	NO RCSS	0	26400	10	0
	1979-80	28940	11	98.1	0	NO RCSS	NO RCSS	NO RCSS	0	29500	10	0
	1980-81	32413	11	96.8	0	NO RCSS	NO RCSS	NO RCSS	0	33500	10	0
	1981-82	36529	11	97.4	0	NO RCSS	NO RCSS	NO RCSS	0	37520	10	0
	1982-83	40912	11	97.4	0	NO RCSS	NO RCSS	NO RCSS	0	42022	10	0
	1983-84	42958	11	97.4	0	NO RCSS	NO RCSS	NO RCSS	0	44123	10	0
HURON, HUR-PERTH RC												
	1975-76	21900	10	100.0	70	20550	13	93.8	0	21900	10	93
	1976-77	23973	10	100.7	0	22165	13	92.5	0	23800	10	654
	1977-78	25040	10	98.0	0	23275	12	93.0	0	25550	10	0
	1978-79	26730	10	98.0	0	24960	12	93.4	0	27275	10	0
	1979-80	29000	10	99.4	0	28945	12	99.8	0	29184	10	0

TABLE 11 / TABLEAU 11

EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

		ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
HURON, HUR-PERTH RC	1980-81	31320	10	98.1	0	31465	12	100.5	0	31922	10	0
	1981-82	36000	10	99.1	0	34741	12	96.5	0	36310	10	0
	1982-83	40050	10	99.1	0	39862	12	99.5	0	40400	10	0
	1983-84	42050	10	99.1	0	42135	12	100.2	0	42420	10	0
KAPUSKASING												
	1975-76	22740	11	100.0	0	23376	12	102.8	0	22740	11	0
	1976-77	25192	11	100.0	0	25411	10	100.9	0	25192	11	0
	1977-78	26981	11	100.0	0	27251	10	101.0	0	26981	11	0
	1978-79	28657	11	100.0	0	28900	10	100.8	0	28657	11	0
	1979-80	30857	11	100.0	0	31467	10	102.0	0	30857	11	0
	1980-81	32653	11	98.7	173	32428	10	99.3	0	33078	11	120
	1981-82	36714	11	100.0	0	35995	10	98.0	0	36714	11	0
	1982-83	40441	11	100.0	0	39235	10	97.0	0	40441	11	0
	1983-84	42099	11	99.1	0	41197	10	97.9	0	42463	11	0
KENORA												
	1975-76	22500	12	97.7	143	22390	13	99.5	0	23020	12	179
	1976-77	24400	12	100.3	0	24250	13	99.4	0	24330	10	803
	1977-78	26100	12	101.4	3	26000	13	99.6	0	25730	10	1060
	1978-79	27907	10	97.8	154	27720	13	99.3	0	28529	10	214
	1979-80	30169	10	99.1	0	28000	13	92.8	989	30447	10	0
	1980-81	32426	10	100.0	402	30576	13	94.3	1436	32426	10	482
	1981-82	36920	10	100.0	0	34092	13	92.3	1540	36920	10	0
	1982-83	41422	10	100.0	0	37944	13	91.6	1276	41422	10	0
	1983-84	43571	10	100.0	0	39841	13	91.4	0	43571	10	0
KENT												
	1975-76	22300	12	101.3	0	21200	13	95.1	0	22015	11	0
	1976-77	24400	12	100.1	0	22900	13	93.9	0	24380	11	0
	1977-78	25960	12	100.0	0	24270	13	93.5	0	25950	11	0
	1978-79	27500	11	100.0	0	25600	13	93.1	0	27500	11	0
	1979-80	29350	11	97.8	0	28870	12	98.4	0	30000	11	0
	1980-81	32800	11	100.0	0	31310	12	95.5	0	32800	11	0
	1981-82	36360	11	100.0	0	34860	12	95.9	0	36360	11	0
	1982-83	39900	11	100.7	0	38350	12	96.1	0	39632	11	0
	1983-84	41895	11	100.7	0	40270	12	96.1	0	41614	11	0
KIRKLAND LAKE												
	1975-76	20950	12	92.8	0	22490	12	107.4	0	22575	11	0
	1976-77	24400	12	97.3	0	24000	12	98.4	0	25080	11	0
	1977-78	26350	11	100.0	0	25450	12	96.6	0	26350	11	0
	1978-79	27870	11	99.3	0	26930	12	96.6	0	28063	11	0

TABLE 1. / TABLEAU 11

EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
		CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
KIRKLAND LAKE	1979-80	29682	11	99.8	0	28910	12	97.4	0	29747	11	0
	1980-81	32221	11	98.5	0	31400	12	97.5	0	32722	11	0
	1981-82	36371	11	99.1	0	35254	12	96.9	0	36714	11	0
	1982-83	39644	11	99.1	0	39326	12	99.2	0	40018	11	0
	1983-84	41626	11	99.1	0	41292	12	99.2	0	42019	11	0
LAKEHEAD												
	1975-76	22598	11	100.0	218	21950	11	97.1	0	22598	11	259
	1976-77	25303	11	100.0	0	23400	11	92.5	0	25303	11	0
	1977-78	27300	11	100.0	0	24975	11	91.5	0	27300	11	0
	1978-79	28938	11	100.0	0	27470	11	94.9	0	28938	11	0
	1979-80	30749	11	100.0	0	30549	11	99.3	0	30749	11	0
	1980-81	33161	11	100.0	353	33161	11	100.0	0	33161	11	397
	1981-82	37529	11	100.0	0	37159	11	99.0	0	37529	11	11
	1982-83	40839	11	97.2	0	41024	11	100.5	0	42000	11	0
	1983-84	42881	11	97.2	0	43075	11	100.5	0	44100	11	0
LAKE SUP, NTH SUP RC												
	1975-76	22036	13	100.0	0	19550	10	88.7	0	22036	13	500
	1976-77	24628	12	100.0	0	23000	12	93.4	0	24628	12	0
	1977-78	25800	12	100.0	0	25320	12	98.1	0	25800	12	0
	1978-79	27610	11	100.0	0	26400	12	95.6	0	27610	11	0
	1979-80	30900	11	100.0	0	29150	12	94.3	0	30900	11	0
	1980-81	33650	11	100.0	0	32200	12	95.7	0	33650	11	0
	1981-82	36780	10	100.0	0	35250	12	95.8	0	36780	10	0
	1982-83	40090	10	96.5	0	39250	12	97.9	0	41561	10	0
	1983-84	42095	10	95.3	0	41213	12	97.9	0	44154	10	0
LAMBTON												
	1975-76	22050	12	98.4	0	20400	10	92.5	0	22400	12	0
	1976-77	23600	12	97.5	0	22500	10	95.3	0	24200	12	0
	1977-78	24900	12	96.2	0	24686	10	99.1	0	25894	12	0
	1978-79	27440	12	100.0	0	26414	10	96.3	0	27440	12	0
	1979-80	29400	12	99.0	0	28507	10	97.0	0	29700	12	0
	1980-81	31400	12	96.9	0	31073	10	99.0	0	32416	12	0
	1981-82	36080	12	101.9	0	35050	10	97.1	0	35424	12	523
	1982-83	39270	11	97.2	0	39162	10	99.7	0	40400	12	0
	1983-84	41234	11	97.2	0	41426	11	100.5	0	42420	12	0
LANARK, LANARK RC												
	1975-76	23550	12	100.0	160	NO RCSS	NO RCSS	NO RCSS	0	23550	12	214
	1976-77	25810	12	101.7	0	20530	12	79.5	0	25388	12	0
						[illegible]	12	81.7	0	26920	12	0

TABLE 11 / TABLEAU 11

EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

		ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
LANARK, LANARK RC	1978-79	28270	12	100.0	0	25449	12	90.0	0	28270	12	0
	1979-80	30000	12	100.0	0	27748	12	92.5	0	30000	12	0
	1980-81	31950	12	100.0	250	31348	12	98.1	0	31950	12	250
	1981-82	36060	12	98.9	0	34650	12	96.1	0	36444	12	0
	1982-83	40750	12	100.0	0	38807	12	95.2	0	40750	12	0
	1983-84	42788	12	100.0	0	40751	12	95.2	0	42788	13	0
LEEDS & GRENVILLE												
	1975-76	21731	14	97.5	281	NO BD	NO BD	NO BD	0	22286	14	290
	1976-77	24719	14	96.0	0	NO BD	NO BD	NO BD	0	25739	14	0
	1977-78	26165	14	96.4	0	NO BD	NO BD	NO BD	0	27151	14	0
	1978-79	27709	14	96.9	0	NO BD	NO BD	NO BD	0	28595	14	0
	1979-80	29847	14	98.9	0	NO BD	NO BD	NO BD	0	30164	13	0
	1980-81	32577	13	98.4	0	NO BD	NO BD	NO BD	0	33090	13	0
	1981-82	35958	12	96.9	250	NO BD	NO BD	NO BD	0	37094	13	0
	1982-83	40298	12	98.7	0	NO BD	NO BD	NO BD	0	40819	13	0
	1983-84	42313	12	98.7	0	NO BD	NO BD	NO BD	0	42860	13	0
LENNOX & ADDINGTON												
	1975-76	22540	11	100.0	0	NO BD	NO BD	NO BD	0	22540	11	500
	1976-77	24400	11	98.8	0	NO BD	NO BD	NO BD	0	24700	11	0
	1977-78	25645	11	98.3	0	NO BD	NO BD	NO BD	0	26090	11	0
	1978-79	26780	11	98.0	0	NO BD	NO BD	NO BD	0	27330	11	0
	1979-80	28414	11	97.6	0	NO BD	NO BD	NO BD	0	29106	11	0
	1980-81	30801	11	96.9	0	NO BD	NO BD	NO BD	0	31771	11	0
	1981-82	34805	11	96.6	0	NO BD	NO BD	NO BD	0	36015	11	0
	1982-83	38609	11	96.1	0	NO BD	NO BD	NO BD	0	40190	11	0
	1983-84	40539	11	95.7	0	NO BD	NO BD	NO BD	0	42352	11	0
LINCOLN												
	1975-76	22851	13	100.0	0	22006	13	96.3	0	22851	13	0
	1976-77	25359	11	100.0	0	24562	13	96.9	0	25359	11	0
	1977-78	27471	11	100.0	0	26050	13	94.8	0	27471	11	0
	1978-79	29257	11	100.0	0	27954	13	95.5	0	29257	11	0
	1979-80	31232	11	100.0	0	29751	13	95.3	0	31232	11	0
	1980-81	33887	11	100.0	0	31563	13	93.1	0	33887	11	0
	1981-82	37530	11	100.0	0	36342	13	96.8	0	37530	11	0
	1982-83	40908	11	100.0	0	40398	13	98.8	0	40908	11	0
	1983-84	42953	11	100.0	0	42418	13	98.8	0	42953	11	0
LONDON												
	1975-76	22336	12	100.0	0	NO BD	NO BD	NO BD	0	22336	12	0
	1976-77	24042	11	100.0	0	NO BD	NO BD	NO BD	0	24042	11	0

TABLE II / ..BLEAU II

EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

		ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
ELEMENTARY,SECONDARY & R.C.S.S. BOARDS	YEAR	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
LONDON	1977-78	26200	10	100.0	0	NO BD	NO BD	NO BD	0	26200	10	0
	1978-79	28000	10	100.0	0	NO BD	NO BD	NO BD	0	28000	10	0
	1979-80	29340	10	100.0	430	NO BD	NO BD	NO BD	0	29340	10	488
	1980-81	32350	10	100.0	0	NO BD	NO BD	NO BD	0	32350	10	0
	1981-82	34620	10	100.0	533	NO BD	NO BD	NO BD	0	34620	10	702
	1982-83	39900	10	103.4	0	NO BD	NO BD	NO BD	0	38505	10	0
	1983-84	42525	10	105.0	0	NO BD	NO BD	NO BD	0	40514	10	0
MANITOULIN												
	1975-76	22520	12	95.4	0	NO BD	NO BD	NO BD	0	23600	12	0
	1976-77	23700	12	94.4	0	NO BD	NO BD	NO BD	0	25100	12	0
	1977-78	26100	12	98.5	0	NO BD	NO BD	NO BD	0	26500	12	0
	1978-79	27700	12	97.8	0	NO BD	NO BD	NO BD	0	28310	12	0
	1979-80	29325	12	96.8	0	NO BD	NO BD	NO BD	0	30290	12	0
	1980-81	31880	12	96.4	0	NO BD	NO BD	NO BD	0	33077	12	0
	1981-82	34480	12	93.2	502	NO BD	NO BD	NO BD	0	37000	12	0
	1982-83	39431	12	96.9	0	NO BD	NO BD	NO BD	0	40700	12	0
	1983-84	41703	12	97.6	0	NO BD	NO BD	NO BD	0	42735	12	0
MICHIPICOTEN												
	1975-76	21190	13	95.0	0	21750	11	102.6	0	22300	12	0
	1976-77	22340	13	91.5	0	23140	11	103.6	0	24416	12	0
	1977-78	22800	10	86.5	0	24528	11	107.6	0	26372	12	0
	1978-79	25450	10	89.4	0	26754	11	105.1	0	28455	12	0
	1979-80	25450	10	82.1	1957	26821	11	105.4	0	31000	12	29
	1980-81	29730	10	89.7	0	28335	10	95.3	0	33135	12	58
	1981-82	33594	10	90.9	0	30490	10	90.8	0	36945	12	0
	1982-83	37390	10	89.6	0	36050	11	96.4	0	41750	12	0
	1983-84	39260	10	89.5	0	37823	11	96.3	0	43845	12	0
MIDDLESEX,LON-MID RC												
	1975-76	22450	12	100.0	288	21625	14	96.3	0	22450	12	299
	1976-77	24275	12	100.0	0	23295	12	96.0	0	24275	12	0
	1977-78	25700	12	100.0	0	25511	10	99.3	0	25700	12	0
	1978-79	27300	12	100.0	0	27041	10	99.1	0	27300	12	0
	1979-80	29250	12	99.2	0	28900	10	98.8	0	29500	12	0
	1980-81	32210	12	100.0	0	31979	10	99.3	0	32210	12	0
	1981-82	35925	12	99.7	0	34377	10	95.7	0	36050	12	0
	1982-83	40180	12	99.7	0	38800	10	96.8	0	40290	12	0
	1983-84	42189	12	99.7	0	41113	10	97.4	0	42305	12	0
MUSKOKA												
	1975-76	21093	13	100.0	0	NO BD	NO BD	NO BD	0	21887	13	0

TABLE 11 / TABLEAU 11

EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	ELEMENTARY PANEL: CATEGORY A4 MAXIMUM	ELEMENTARY PANEL: YEARS TO MAX.	ELEMENTARY PANEL: AS % OF SECONDARY	ELEMENTARY PANEL: $ COLA AMOUNT	R.C.S.S. BOARD: CATEGORY A4 MAXIMUM	R.C.S.S. BOARD: YEARS TO MAX.	R.C.S.S. BOARD: AS % OF ELEMENTARY	R.C.S.S. BOARD: $ COLA AMOUNT	SECONDARY PANEL: GROUP 4 MAXIMUM	SECONDARY PANEL: YEARS TO MAX.	SECONDARY PANEL: $ COLA AMOUNT
MUSKOKA	1976-77	23891	13	98.6	0	NO BD	NO BD	NO BD	0	24220	13	0
	1977-78	25219	13	99.0	0	NO BD	NO BD	NO BD	0	25479	13	0
	1978-79	26652	13	98.7	0	NO BD	NO BD	NO BD	0	27008	13	0
	1979-80	29262	13	98.5	0	NO BD	NO BD	NO BD	0	29704	13	0
	1980-81	31041	13	96.2	0	NO BD	NO BD	NO BD	0	32260	13	0
	1981-82	33670	13	94.3	0	NO BD	NO BD	NO BD	0	35709	13	0
	1982-83	37420	13	95.2	0	NO BD	NO BD	NO BD	0	39308	13	0
	1983-84	39291	13	95.2	0	NO BD	NO BD	NO BD	0	41273	13	0
NIA STH, WELLAND RC												
	1975-76	22050	13	99.1	0	21766	13	98.7	0	22248	13	0
	1976-77	23725	13	98.5	0	23943	13	100.9	0	24093	13	0
	1977-78	25149	13	98.7	0	25500	13	101.4	0	25473	13	0
	1978-79	27300	12	98.2	0	27415	13	100.4	0	27811	13	0
	1979-80	29850	12	99.6	0	29746	13	99.7	0	29922	13	0
	1980-81	33100	12	99.7	0	32870	13	99.3	0	33200	12	0
	1981-82	36975	12	100.0	0	36684	13	99.2	0	36975	12	0
	1982-83	40610	12	100.0	0	39938	13	98.3	0	40610	12	0
	1983-84	42641	12	100.0	0	41935	13	98.3	0	42641	12	0
NIPIGON-RED ROCK												
	1975-76	23200	12	100.0	500	NO BD	NO BD	NO BD	0	23200	12	500
	1976-77	25038	12	100.0	500	NO BD	NO BD	NO BD	0	25038	12	500
	1977-78	26435	12	99.9	0	NO BD	NO BD	NO BD	0	26449	12	492
	1978-79	27860	12	99.5	500	NO BD	NO BD	NO BD	0	28000	11	492
	1979-80	29598	12	98.8	500	NO BD	NO BD	NO BD	0	29960	11	495
	1980-81	32234	12	98.7	0	NO BD	NO BD	NO BD	0	32652	11	0
	1981-82	36410	12	101.8	300	NO BD	NO BD	NO BD	0	35750	11	242
	1982-83	41210	12	99.1	0	NO BD	NO BD	NO BD	0	41572	11	0
	1983-84	43270	12	97.2	0	NO BD	NO BD	NO BD	0	44499	11	0
NIPISSING												
	1975-76	24010	11	100.0	0	21799	12	90.8	0	24010	11	0
	1976-77	25700	11	100.0	0	25636	11	99.8	0	25700	11	0
	1977-78	27125	11	100.0	0	27218	11	100.3	0	27125	11	0
	1978-79	28150	11	98.6	0	28330	11	100.6	0	28550	11	0
	1979-80	29175	11	97.3	40	30549	11	104.7	0	29995	11	212
	1980-81	32150	11	97.6	0	32727	11	101.8	0	32932	11	0
	1981-82	35050	11	97.3	0	36371	11	103.8	0	36024	11	593
	1982-83	39065	11	99.4	0	40260	11	101.0	0	40115	11	0
	1983-84	42376	11	99.6	0	42246	11	99.7	0	42525	11	0

TABLE , TABLEAU 11

EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

		ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
NORFOLK	1975-76	22268	10	100.3	550	NO BD	NO BD	NO BD	0	22140	10	0
	1976-77	24180	10	99.1	0	NO BD	NO BD	NO BD	0	24400	10	0
	1977-78	25700	10	98.8	0	NO BD	NO BD	NO BD	0	26000	10	0
	1978-79	27400	10	99.1	0	NO BD	NO BD	NO BD	0	27650	10	0
	1979-80	29600	10	100.2	0	NO BD	NO BD	NO BD	0	29550	10	689
	1980-81	31700	10	97.5	0	NO BD	NO BD	NO BD	0	32500	10	1078
	1981-82	36000	10	99.7	0	NO BD	NO BD	NO BD	0	36100	10	1025
	1982-83	39172	10	97.9	0	NO BD	NO BD	NO BD	0	40002	10	0
	1983-84	41131	10	97.9	0	NO BD	NO BD	NO BD	0	42002	10	0
NORTH SHORE	1975-76	23286	12	100.0	386	20215	12	86.8	0	23286	12	513
	1976-77	24507	11	100.0	766	21755	12	88.8	0	24507	11	893
	1977-78	26250	11	100.0	698	23005	12	87.6	0	26250	11	798
	1978-79	27280	10	99.3	893	26750	12	98.1	0	27480	10	1005
	1979-80	30000	11	100.0	1121	29624	12	98.7	0	30000	11	1308
	1980-81	31800	11	100.0	1365	32100	12	100.9	0	31800	11	1495
	1981-82	37500	11	100.0	0	36210	12	96.6	0	37500	11	0
	1982-83	41375	11	100.0	655	41100	12	99.3	0	41375	11	740
	1983-84	43444	11	100.0	0	43155	12	99.3	0	43444	11	0
NORTHUMBERLAND & NEW	1975-76	23100	12	100.0	81	NO BD	NO BD	NO BD	0	23100	12	85
	1976-77	25000	12	100.0	0	NO BD	NO BD	NO BD	0	25000	12	0
	1977-78	26450	12	100.0	0	NO BD	NO BD	NO BD	0	26450	12	0
	1978-79	27440	12	98.0	0	NO BD	NO BD	NO BD	0	28000	12	0
	1979-80	29250	12	98.0	0	NO BD	NO BD	NO BD	0	29841	12	0
	1980-81	31775	12	98.9	0	NO BD	NO BD	NO BD	0	32116	12	0
	1981-82	36324	12	100.0	0	NO BD	NO BD	NO BD	0	36324	12	0
	1982-83	40320	12	100.0	0	NO BD	NO BD	NO BD	0	40320	12	0
	1983-84	42336	12	100.0	0	NO BD	NO BD	NO BD	0	42336	12	0
NORTH YORK	1975-76	22969	12	101.5	0	NO BD	NO BD	NO BD	0	22619	12	0
	1976-77	24820	11	100.0	339	NO BD	NO BD	NO BD	0	24820	11	404
	1977-78	26997	10	100.0	0	NO BD	NO BD	NO BD	0	26997	10	0
	1978-79	27267	10	95.3	800	NO BD	NO BD	NO BD	0	28617	10	0
	1979-80	30405	10	100.2	600	NO BD	NO BD	NO BD	0	30334	10	103
	1980-81	32533	10	97.3	210	NO BD	NO BD	NO BD	0	33443	10	0
	1981-82	36720	10	100.0	150	NO BD	NO BD	NO BD	0	36720	10	39
	1982-83	40025	10	100.0	0	NO BD	NO BD	NO BD	0	40025	10	0
	1983-84	42026	10	100.0	0	NO BD	NO BD	NO BD	0	42026	10	0

TABLE II / TABLEAU II

EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
		CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
OTTAWA												
	1975-76	22509	14	96.9	0	22096	15	98.2	530	23234	11	1000
	1976-77	25757	10	101.2	0	24740	15	96.1	0	25455	10	957
	1977-78	27508	10	101.9	0	26385	15	95.9	0	26982	10	919
	1978-79	29021	10	98.4	0	28000	14	96.5	0	29485	10	0
	1979-80	30878	10	99.0	0	30016	14	97.2	0	31180	10	0
	1980-81	33194	10	98.6	0	32622	12	98.3	0	33674	10	0
	1981-82	36346	10	99.2	0	36300	12	99.9	0	36650	10	0
	1982-83	39072	10	99.2	0	40284	11	103.1	0	39399	10	0
	1983-84	41026	10	99.2	0	42298	11	103.1	0	41369	10	0
OXFORD												
	1975-76	22337	12	100.5	0	20600	13	92.2	0	22220	11	0
	1976-77	24235	12	100.0	0	22359	13	92.3	0	24235	11	0
	1977-78	25640	11	99.5	0	25369	13	98.9	0	25760	11	0
	1978-79	27000	11	100.0	0	27000	13	100.0	0	27000	11	0
	1979-80	29470	11	99.9	0	28400	12	96.4	0	29500	11	0
	1980-81	32178	11	98.7	0	30805	12	95.7	0	32600	11	0
	1981-82	35171	11	96.3	105	35000	12	99.5	0	36512	11	0
	1982-83	39102	11	98.2	0	38640	12	98.8	200	39798	11	0
	1983-84	41971	11	100.4	0	40572	12	96.7	0	41788	11	0
PEEL												
	1975-76	21840	12	97.8	0	NO BD	NO BD	NO BD	0	22323	12	0
	1976-77	23955	10	95.3	0	NO BD	NO BD	NO BD	0	25139	11	0
	1977-78	25350	10	93.4	0	NO BD	NO BD	NO BD	0	27150	11	0
	1978-79	27928	11	97.0	0	NO BD	NO BD	NO BD	0	28779	11	0
	1979-80	30073	11	97.6	0	NO BD	NO BD	NO BD	0	30800	11	0
	1980-81	32918	11	99.5	0	NO BD	NO BD	NO BD	0	33100	11	0
	1981-82	36079	11	97.3	0	NO BD	NO BD	NO BD	0	37072	11	0
	1982-83	41171	11	99.2	0	NO BD	NO BD	NO BD	0	41521	11	0
	1983-84	43531	11	99.8	0	NO BD	NO BD	NO BD	0	43597	11	0
PERTH												
	1975-76	21920	12	99.4	52	NO BD	NO BD	NO BD	0	22054	12	0
	1976-77	24190	12	100.0	0	NO BD	NO BD	NO BD	0	24200	11	0
	1977-78	25835	12	99.6	0	NO BD	NO BD	NO BD	0	25940	11	0
	1978-79	27255	12	99.8	0	NO BD	NO BD	NO BD	0	27300	11	0
	1979-80	29248	12	99.2	0	NO BD	NO BD	NO BD	0	29480	11	0
	1980-81	32076	12	99.4	0	NO BD	NO BD	NO BD	0	32280	11	0
	1981-82	34955	12	96.3	433	NO BD	NO BD	NO BD	0	36286	11	0
	1982-83	39088	12	97.8	0	NO BD	NO BD	NO BD	0	40310	11	0
	1983-84	41805	12	98.6	0	NO BD	NO BD	NO BD	0	42325	11	0

TABLE 11 / TABLEAU 11

EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

		ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
PETERBOROUGH												
	1975-76	22300	12	100.0	214	21775	12	97.6	0	22380	12	280
	1976-77	24700	12	100.0	0	24175	12	97.9	0	24780	12	0
	1977-78	25900	12	99.0	0	25988	12	100.3	0	26150	12	0
	1978-79	27400	12	98.7	0	26888	12	98.1	0	27750	12	0
	1979-80	29766	12	100.0	0	28232	12	94.8	0	29766	12	0
	1980-81	32748	12	100.0	0	29644	12	90.5	250	32748	12	0
	1981-82	36530	12	100.0	0	35800	12	98.0	0	36530	12	0
	1982-83	40682	12	100.0	0	40320	12	99.1	0	40682	12	0
	1983-84	42716	12	100.0	0	42336	12	99.1	0	42716	12	0
PRESCOTT & RUSSELL												
	1975-76	23195	12	100.0	0	22434	10	96.7	0	23195	12	0
	1976-77	24539	12	100.0	0	23285	10	94.9	0	24539	12	0
	1977-78	26012	11	98.0	0	24145	10	92.8	0	26536	11	0
	1978-79	27573	11	98.0	0	26099	10	94.7	0	28128	11	0
	1979-80	29917	11	98.4	0	28420	10	95.0	0	30392	11	0
	1980-81	32370	11	98.6	0	31773	10	98.2	0	32823	11	0
	1981-82	36254	11	98.6	0	35825	10	98.8	0	36762	11	0
	1982-83	38973	11	98.6	0	38700	10	99.3	0	39520	11	0
	1983-84	41493	11	98.6	0	41200	10	99.3	0	42075	11	0
PRINCE EDWARD												
	1975-76	21730	13	96.6	0 .	NO BD	. NO BD .	NO BD	0	22500	13	0
	1976-77	23580	13	95.1	0 .	NO BD	. NO BD .	NO BD	0	24800	13	0
	1977-78	25800	13	98.7	0 .	NO BD	. NO BD .	NO BD	0	26150	13	0
	1978-79	27219	13	97.9	0 .	NO BD	. NO BD .	NO BD	0	27800	13	0
	1979-80	28828	13	97.4	0 .	NO BD	. NO BD .	NO BD	0	29607	13	0
	1980-81	31455	13	97.5	0 .	NO BD	. NO BD .	NO BD	0	32250	13	0
	1981-82	34636	13	95.7	0 .	NO BD	. NO BD .	NO BD	0	36205	13	0
	1982-83	38446	13	96.0	0 .	NO BD	. NO BD .	NO BD	0	40053	13	0
	1983-84	40368	13	96.0	0 .	NO BD	. NO BD .	NO BD	0	42056	13	0
RED LAKE												
	1975-76	22234	13	95.1	0 .	NO RCSS	NO RCSS .	NO RCSS	0	23375	13	0
	1976-77	24600	13	97.5	0 .	NO RCSS	NO RCSS .	NO RCSS	0	25238	13	331
	1977-78	26568	13	97.1	0	26568	13	100.0	0	27357	13	444
	1978-79	27800	13	95.2	0	27800	13	100.0	0	29200	13	656
	1979-80	29900	13	97.1	0	28900	12	96.7	0	30800	13	622
	1980-81	33100	11	99.4	0	32001	12	96.7	0	33300	11	595
	1981-82	37700	11	98.4	0	36300	10	96.3	0	38300	11	0
	[illegible]	40151	11	[illegible]	0	NO RCSS	NO RCSS	NO RCSS	0	40730	11	0

TABLE 11 / TABLEAU 11

EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
		CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
RED LAKE	1983-84	42159	11	98.4	0	42159	11	100.0	0	42829	11	0
RENFREW												
	1975-76	23271	12	101.0	0	21461	14	92.2	0	23042	12	0
	1976-77	24954	12	100.0	0	24779	14	99.3	0	24954	12	0
	1977-78	26451	12	99.7	0	26452	14	100.0	0	26526	12	0
	1978-79	27985	12	100.0	0	26754	14	95.6	761	27985	12	0
	1979-80	29804	12	100.0	0	29804	12	100.0	0	29804	12	0
	1980-81	32248	12	100.0	0	32248	12	100.0	0	32248	12	0
	1981-82	36124	12	100.0	0	36124	12	100.0	0	36124	12	0
	1982-83	40204	12	101.4	0	40204	12	100.0	0	39659	12	0
	1983-84	42214	12	101.4	0	42214	12	100.0	0	41642	12	0
SAULT STE. MARIE												
	1975-76	22110	12	98.3	0	22100	11	100.0	0	22490	12	0
	1976-77	23310	12	93.7	0	23325	11	100.1	0	24890	12	0
	1977-78	25662	12	95.7	0	25352	11	98.8	0	26815	12	0
	1978-79	27329	12	95.7	0	27405	11	100.3	0	28555	12	0
	1979-80	29125	12	97.1	0	29211	11	100.3	466	29985	12	0
	1980-81	31875	12	96.6	0	31620	11	99.2	0	33000	12	0
	1981-82	34700	12	98.3	725	34086	11	98.2	545	35310	12	991
	1982-83	38618	12	97.4	0	38334	11	99.3	0	39643	12	0
	1983-84	40549	12	97.4	0	40980	11	101.1	0	41625	12	0
SCARBOROUGH												
	1975-76	22969	12	101.5	0 .	NO BD	. NO BD .	NO BD	0	22619	12	0
	1976-77	24820	11	100.0	228 .	NO BD	. NO BD .	NO BD	0	24820	11	212
	1977-78	26997	10	100.0	0 .	NO BD	. NO BD .	NO BD	0	26997	10	0
	1978-79	27267	10	95.3	802 .	NO BD	. NO BD .	NO BD	0	28617	10	0
	1979-80	30405	10	100.2	0 .	NO BD	. NO BD .	NO BD	0	30334	10	123
	1980-81	32533	10	97.3	204 .	NO BD	. NO BD .	NO BD	0	33443	10	0
	1981-82	36720	10	100.0	139 .	NO BD	. NO BD .	NO BD	0	36720	10	39
	1982-83	40025	10	100.0	0 .	NO BD	. NO BD .	NO BD	0	40025	10	0
	1983-84	42026	10	100.0	0 .	NO BD	. NO BD .	NO BD	0	42026	10	0
SIMCOE												
	1975-76	23660	11	100.0	0	21450	12	90.7	0	23660	11	0
	1976-77	25340	11	99.9	0	23600	12	93.1	0	25365	11	0
	1977-78	26800	11	99.7	0	25025	12	93.4	284	26887	11	0
	1978-79	28438	11	99.8	0	27025	12	95.0	0	28500	11	0
	1979-80	30707	11	99.8	0	29435	12	95.9	0	30774	11	0
	1980-81	34226	11	99.8	0	31675	12	92.5	0	34300	11	0
	1981-82	37135	11	99.9	4065	35475	12	95	0	37180	11	0

TABLE II / TABLEAU II

EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

		ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
ELEMENTARY,SECONDARY & R.C.S.S. BOARDS	YEAR	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
SIMCOE	1982-83	41037	11	100.0	0	39375	12	95.9	0	41037	11	0
	1983-84	43089	11	100.0	0	41344	12	96.0	0	43089	11	0
STORMONT												
	1975-76	21406	12	98.7	0	NO RCSS	12	NO RCSS	0	21686	12	0
	1976-77	24440	11	100.0	0	21480	12	87.9	0	24440	11	0
	1977-78	26395	11	100.0	0	23400	12	88.7	0	26395	11	0
	1978-79	27979	11	100.0	0	24925	12	89.1	0	27979	11	0
	1979-80	29670	11	99.3	0	26925	12	90.7	0	29868	11	0
	1980-81	32400	11	100.0	0	29350	12	90.6	0	32400	11	0
	1981-82	35965	11	100.0	0	33975	12	94.5	0	35965	11	0
	1982-83	40460	11	100.0	0	39300	12	97.1	0	40460	11	0
	1983-84	42485	11	100.0	0	41265	12	97.1	0	42485	11	0
SUDBURY												
	1975-76	22490	12	98.8	0	20642	12	91.8	0	22756	12	0
	1976-77	24890	12	99.6	0	24160	11	97.1	0	25000	12	0
	1977-78	26690	12	99.8	0	26100	11	97.8	0	26750	12	0
	1978-79	27586	12	97.1	0	27329	11	99.1	0	28400	12	0
	1979-80	30063	12	98.1	100	29120	11	96.9	0	30650	12	0
	1980-81	32090	12	97.1	0	31980	11	99.7	0	33051	12	200
	1981-82	36788	12	98.1	0	35930	11	97.7	0	37496	12	0
	1982-83	39418	12	97.3	0	40120	11	101.8	0	40500	12	0
	1983-84	41392	12	97.4	0	42129	11	101.8	0	42501	12	0
TIMISKAMING												
	1975-76	22520	13	100.7	0	NO RCSS	11	NO RCSS	0	22368	13	0
	1976-77	25500	12	103.2	0	23376	11	91.7	0	24700	11	148
	1977-78	26100	12	100.0	0	24475	11	93.8	0	26100	11	0
	1978-79	27500	12	99.9	0	25699	11	93.5	0	27540	11	320
	1979-80	27500	12	94.5	200	27241	11	99.1	0	29100	11	406
	1980-81	32390	12	98.9	299	29312	11	90.5	0	32750	11	299
	1981-82	36355	11	98.7	183	33005	11	90.8	0	36850	11	0
	1982-83	40600	11	99.0	0	37593	11	92.6	0	41000	11	0
	1983-84	43050	11	100.0	0	39473	11	91.7	0	43050	11	0
TIMMINS												
	1975-76	22804	13	100.2	0	20454	13	89.7	0	22755	13	0
	1976-77	24915	12	99.5	0	23245	11	93.3	0	25040	12	0
	1977-78	26890	12	98.9	0	26059	11	96.9	0	27190	12	0
	1978-79	28100	12	97.2	0	27420	11	97.6	0	28905	12	0
	1979-80	30495	12	100.0	0	28954	11	94.9	0	30495	12	0

TABLE II / TABLEAU II

EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

		ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
TIMMINS	1981-82	36717	12	100.0	0	33616	11	91.6	0	36717	12	0
	1982-83	40016	12	100.0	0	37647	11	94.1	0	40022	12	0
	1983-84	42017	12	100.0	0	39526	11	94.1	0	42023	12	0
TORONTO												
	1975-76	22969	12	101.5	0 .	NO BD	. NO BD .	NO BD	0	22619	12	0
	1976-77	24820	11	100.0	212 .	NO BD	. NO BD .	NO BD	0	24820	11	195
	1977-78	26997	10	100.0	0 .	NO BD	. NO BD .	NO BD	0	26997	10	0
	1978-79	27267	10	95.3	810 .	NO BD	. NO BD .	NO BD	0	28617	10	0
	1979-80	30264	10	99.8	0 .	NO BD	. NO BD .	NO BD	0	30334	10	132
	1980-81	32231	10	96.6	206 .	NO BD	. NO BD .	NO BD	0	33378	10	0
	1981-82	36720	10	100.0	150 .	NO BD	. NO BD .	NO BD	0	36720	10	39
	1982-83	40025	10	100.0	0 .	NO BD	. NO BD .	NO BD	0	40025	10	0
	1983-84	42026	10	100.0	0 .	NO BD	. NO BD .	NO BD	0	42026	10	0
VICTORIA												
	1975-76	22350	12	100.0	0 .	NO BD	. NO BD .	NO BD	0	22350	12	0
	1976-77	24700	12	100.0	0 .	NO BD	. NO BD .	NO BD	0	24700	12	0
	1977-78	26180	12	100.0	0 .	NO BD	. NO BD .	NO BD	0	26180	12	0
	1978-79	27330	12	98.7	0 .	NO BD	. NO BD .	NO BD	0	27700	12	0
	1979-80	29639	12	100.0	0 .	NO BD	. NO BD .	NO BD	0	29639	12	0
	1980-81	32010	12	100.0	0 .	NO BD	. NO BD .	NO BD	0	32010	12	0
	1981-82	36850	12	100.0	0 .	NO BD	. NO BD .	NO BD	0	36850	12	0
	1982-83	40170	12	100.0	0 .	NO BD	. NO BD .	NO BD	0	40170	12	0
	1983-84	42179	12	100.0	0 .	NO BD	. NO BD .	NO BD	0	42179	12	0
WATERLOO												
	1975-76	23002	12	100.0	867	21117	12	91.8	97	23002	12	1198
	1976-77	24851	10	100.0	471	23512	12	94.6	0	24851	10	661
	1977-78	26914	10	100.0	679	24930	12	92.6	0	26914	10	1109
	1978-79	28448	10	100.0	924	27124	12	95.3	0	28448	10	1173
	1979-80	30838	10	100.0	0	29566	12	95.9	0	30838	10	0
	1980-81	32380	10	98.5	480	32380	12	100.0	0	32860	10	476
	1981-82	36639	10	100.0	730	36589	12	99.9	0	36639	10	571
	1982-83	41008	10	100.0	0	40613	12	99.0	0	41008	10	0
	1983-84	43058	10	100.0	0	42644	12	99.0	0	43058	10	0
WELLINGTON												
	1975-76	21891	13	100.0	0	22129	14	101.1	0	21891	13	0
	1976-77	24400	11	100.0	0	24422	14	100.1	0	24400	11	0
	1977-78	26300	11	100.0	0	25889	13	98.4	0	26300	11	0
	1978-79	27600	11	98.7	0	27442	13	99.4	0	27950	11	0
	1979-80	29750	1	98.5	0	29362	13	7	0	30200	11	0

TABLE 11 / TABLEAU 11

EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

		ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
WELLINGTON	1980-81	32600	11	100.0	0	31887	13	97.8	0	32600	11	0
	1981-82	36300	11	100.0	0	35458	13	97.7	0	36300	11	0
	1982-83	39994	11	100.0	0	38984	13	97.5	0	40003	11	0
	1983-84	41994	11	100.0	0	41416	13	98.6	0	42003	11	0
WENTWORTH												
	1975-76	21626	14	101.0	0	NO BD	NO BD	NO BD	0	21406	14	0
	1976-77	25216	14	101.5	0	NO BD	NO BD	NO BD	0	24850	11	0
	1977-78	27350	14	102.2	0	NO BD	NO BD	NO BD	0	26763	11	0
	1978-79	29200	13	102.9	0	NO BD	NO BD	NO BD	0	28369	11	0
	1979-80	31138	13	102.6	0	NO BD	NO BD	NO BD	0	30360	11	0
	1980-81	34262	13	103.0	0	NO BD	NO BD	NO BD	0	33280	11	0
	1981-82	38373	13	102.7	0	NO BD	NO BD	NO BD	0	37347	11	0
	1982-83	41827	13	102.7	0	NO BD	NO BD	NO BD	0	40708	11	0
	1983-84	43918	13	102.7	0	NO BD	NO BD	NO BD	0	42743	11	0
WEST PARRY SOUND												
	1975-76	23000	11	100.0	0	NO BD	NO BD	NO BD	0	23000	11	280
	1976-77	25100	11	100.0	0	NO BD	NO BD	NO BD	0	25100	11	0
	1977-78	26606	11	100.0	0	NO BD	NO BD	NO BD	0	26606	11	0
	1978-79	28165	11	100.0	0	NO BD	NO BD	NO BD	0	28165	11	0
	1979-80	30140	11	100.0	0	NO BD	NO BD	NO BD	0	30140	11	0
	1980-81	32488	11	100.0	0	NO BD	NO BD	NO BD	0	32488	11	0
	1981-82	36387	11	100.0	0	NO BD	NO BD	NO BD	0	36387	11	0
	1982-83	40390	11	100.0	0	NO BD	NO BD	NO BD	0	40390	11	0
	1983-84	42410	11	100.0	0	NO BD	NO BD	NO BD	0	42410	11	0
WINDSOR												
	1975-76	22543	10	100.0	0	22308	12	98.9	0	22543	10	0
	1976-77	24688	9	101.9	0	24280	12	98.3	592	24235	9	0
	1977-78	25457	9	100.0	0	25740	12	101.1	0	25457	9	0
	1978-79	27525	9	95.9	0	27280	12	99.1	594	28692	9	0
	1979-80	30539	9	103.3	426	29930	12	98.0	0	29553	9	1487
	1980-81	31455	9	103.3	1951	31430	12	99.9	500	30440	9	3010
	1981-82	32399	9	89.5	3809	35825	12	110.6	0	36191	9	645
	1982-83	39821	9	104.8	0	40050	12	100.6	0	38001	9	2234
	1983-84	41812	9	104.8	0	43103	12	103.1	0	39901	9	0
YORK BOROUGH												
	1975-76	22969	12	101.5	0	NO BD	NO BD	NO BD	0	22619	12	0
	1976-77	24820	11	100.0	330	NO BD	NO BD	NO BD	0	24820	11	433
	1977-78	26997	10	100.0	0	NO BD	NO BD	NO BD	0	26997	10	0

TABLE 11 / TABLEAU 11

EDUCATION RELATIONS COMMISSION
ELEMENTARY, SECONDARY AND R.C.S.S. ANNUALIZED CATEGORY A4 - GROUP 4 MAXIMUM COMPARISONS

		ELEMENTARY PANEL				R.C.S.S. BOARD				SECONDARY PANEL		
ELEMENTARY, SECONDARY & R.C.S.S. BOARDS	YEAR	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF SECONDARY	$ COLA AMOUNT	CATEGORY A4 MAXIMUM	YEARS TO MAX.	AS % OF ELEMENTARY	$ COLA AMOUNT	GROUP 4 MAXIMUM	YEARS TO MAX.	$ COLA AMOUNT
YORK BOROUGH	1979-80	30405	10	100.2	0	NO BD	NO BD	NO BD	0	30334	10	137
	1980-81	32533	10	97.5	213	NO BD	NO BD	NO BD	0	33378	10	0
	1981-82	36720	10	100.0	140	NO BD	NO BD	NO BD	0	36720	10	39
	1982-83	40025	10	100.0	0	NO BD	NO BD	NO BD	0	40025	10	0
	1983-84	42026	10	100.0	0	NO BD	NO BD	NO BD	0	42026	10	0
YORK REGION												
	1975-76	22764	12	98.0	0	20550	11	90.3	0	23234	12	0
	1976-77	25164	12	99.5	0	22800	11	90.6	0	25300	11	0
	1977-78	26800	12	99.9	0	24600	11	91.8	0	26818	11	0
	1978-79	28408	12	99.9	0	26800	12	94.3	0	28427	11	0
	1979-80	30326	12	100.6	0	28675	12	94.6	0	30133	11	0
	1980-81	32904	12	100.0	0	32248	12	98.0	0	32904	11	0
	1981-82	37017	12	100.0	0	35964	12	97.2	0	37017	11	0
	1982-83	41081	12	100.0	0	40385	12	98.3	0	41081	11	0
	1983-84	43330	12	100.0	0	42404	13	97.9	0	43330	11	0

APPENDIX A

CONSUMER PRICE INDEX (C.P.I.)

Each month, the Consumer Prices Section of the Prices Division of Statistics Canada, calculates and publishes in *The Consumer Price Index* (Catalogue 62-001), what is termed the Consumer Price Index for Canada and each of 15 Regional Cities. This index measures the change over time in the cost of purchasing a "basket" of goods and services. The "basket" of goods and services is of unchanging or equivalent quantity and quality for defined periods and consists of items most of which fall within the following main components: food; housing; clothing; transportation; health; and personal care; recreation, education and reading; tobacco and alcohol.

The Consumer Price Index represents a weighted average of the items taken into consideration in this calculation. The weights (relative importance) applied to each item have been based upon surveys reflecting family expenditure patterns as indicated below:

CPI Calculation Period	Weights Based Upon Family Expenditure Pattern for
January, 1961 to April, 1973	1957
May, 1973 to September, 1978	1967
October, 1978 to March, 1982	1974
April, 1982 to present	1978

The families analyzed in the determination of weights represent a broad, but specific group which had the following caracteristics: living in private households in cities with over 30,000 population; ranging in size from two (2) to six (6) persons; having a range in annual income of $4,000 to $12,000. Commencing in October 1978, the population coverage was altered to include all families and unattached individuals living in private households in cities with over 30,000 population thereby eliminating family size and income parameters.

When reference is made to the Consumer Price Index, unless otherwise noted, the index value in question is what Statistics Canada entitles "All Items". The "All Items" index value has been based upon the following number of items in the "basket" of goods and services:

Period	Number of Items in "Basket"
Until September, 1979	325
October, 1978 to March, 1982	375
April, 1982 to present	325

It is this monthly "All Items" figure, not adjusted for seasonal variation, that has been employed in this publication.

Although not reported, it should be noted that values for the Consumer Price Index for the regional cities (three of which are located in Ontario), do not in any way indicate whether price levels are higher or lower in one city than in another. Rather, the C.P.I. values measure, within each city, the change in consumer prices from some base year to subsequent time periods.

Reference

M. C. McCracken and E. Ruddick, *Towards a Better Understanding of the Consumer Price Index.* Economic Council of Canada, Occasional Paper, 1980.

APPENDIX B
INDUSTRIAL COMPOSITE

Each month, the Monthly Employment, Payrolls and Labour Income Section of the Labour Division of Statistics Canada, through a mail survey, solicits and collects information on weekly earnings. The Industrial Composite is a dollar value which represents a weighted average of weekly earnings based upon responses to the survey.

In general, the survey covers companies having 20 or more employees in any month of the year and includes employees receiving both wages and salaries. Industries not covered by the survey are as follows: agriculture, fishing and trapping, education and related services, religious organizations, private households, public administration and defense.

Information regarding earnings is reported on a national, regional, provincial and selected urban area bases. All establishments reporting information are assigned to an industrial class on the basis of their principal activity. The industrial classes include the following: manufacturing (durable and non-durable goods); construction; transportation; communication and other utilities; trade; finance; insurance and real estate; service.

Earnings represent gross pay for the week before deductions. Gross pay includes the following: salaries, straight time wages, piecework and regular commission earnings, regularly paid incentive, cost of living and other bonuses, overtime earnings and payments to persons absent with pay during the survey week.

The following are not included in gross pay: employers' contributions to unemployment insurance, medical plans, Workman's Compensation, other welfare plans, nor does it include the cost of equipment, value of room and board, compensation in kind, travelling expenses, retirement gratuities, director's fees or bonuses paid at irregular or infrequent intervals.

Modified in April of 1983, the monthly survey presently includes firms with less than 20 employees as well as those in the education, health and welfare and public administration areas.

The Industrial Composite is published by Statistics Canada on a monthly basis in a catalogue entitled Employment Earnings and Hours (prior to 1971, the Industrial Composite appeared in a catalogue entitled Employment and Average Weekly Wages and Salaries).

In addition to the published data, Statistics Canada can make available an Industrial Composite figure on a County/District basis for Ontario. These monthly figures have also been employed in this publication. Calculation of the Industrial Composite on a County/District basis was discontinued subsequent to March, 1983.

APPENDIX C/APPENDICE C

MINISTRY OF EDUCATION REGION REGION DE MINISTERE DE L'EDUCATION	BOARDS OF EDUCATION CONSEIL SCOLAIRE	ROMAN CATHOLIC SEPARATE SCHOOL BOARDS CONSEIL DES ECOLES SEPAREES CATHOLIQUES
CENTRAL/CENTRE	Brant County	Brant County
	Dufferin County	Dufferin-Peel
	Durham	Durham Region
	East York	Haldimand-Norfolk
	Etobicoke	Halton
	Haldimand	Hamilton-Wentworth
	Haliburton County	Hastings-Prince Edward County
	Halton	Lincoln County
	Hamilton	Metropolitan Separate
	Hastings County	Peterborough, Victoria Northumberland and Newcastle County
	Lincoln County	Simcoe County
	Niagara South	Waterloo County
	Norfolk	Welland County
	Northumberland & Newcastle	Wellington County
	North York	York Region
	Peel	
	Peterborough County	
	Prince Edward County	
	Scarborough	
	Simcoe County	
	Toronto	
	Victoria	
	Waterloo	
	Wellington County	
	Wentworth County	
	York Borough	
	York Region	

APPENDIX C/APPENDICE C

MINISTRY OF EDUCATION REGION REGION DE MINISTERE DE L'EDUCATION	BOARDS OF EDUCATION CONSEIL SCOLAIRE	ROMAN CATHOLIC SEPARATE SCHOOL BOARDS CONSEIL DES ECOLES SEPAREES CATHOLIQUES
EAST/EST	Carleton	Carleton
	Frontenac County	Frontenac, Lennox & Addington County
	Lanark County	Lanark, Leeds & Grenville County
	Leeds & Grenville	Ottawa
	Lennox & Addington	Prescott-Russell
	Ottawa	Renfrew County
	Prescott-Russell	Stormont, Dundas & Glengarry County
	Renfrew County	
	Stormont, Dundas & Glengarry County	
MIDNORTHERN/ CENTRE-NORD	Central Algoma	Michipicoten
	Chapleau	North Shore District
	Espanola	Sault Ste. Marie
	Hornepayne	Sudbury
	Manitoulin	
	Michipicoten	
	North Shore	
	Sault Ste. Marie	
	Sudbury	
NORTHEASTERN/ NORD-EST	Cochrane-Iroquois Falls	Cochrane-Iroquois Falls District
	East Parry Sound	Hearst
	Hearst	Kapuskasking
	Kapuskasing	Kirkland Lake
	Kirkland Lake	Nipissing District
	Muskoka	Timiskaming District
	Nipissing	Timmins District
	Timiskaming	
	Timmins	
	West Parry Sound	

APPENDIX C/APPENDICE C

MINISTRY OF EDUCATION REGION REGION DE MINISTERE DE L'EDUCATION	BOARDS OF EDUCATION CONSEIL SCOLAIRE	ROMAN CATHOLIC SEPARATE SCHOOL BOARDS CONSEIL DES ECOLES SEPAREES CATHOLIQUES
NORTHWESTERN/ NORD-OUEST	Atikokan	Dryden District
	Dryden	Fort Frances-Rainy River District
	Fort Frances-Rainy River	Geraldton District
	Geraldton	Kenora District
	Kenora	Lakehead District
	Lake Superior	North of Superior District
	Lakehead Board	
	Nipigon-Red Rock	
	Red Lake	
WEST/OUEST	Bruce County	Bruce-Grey County
	Elgin County	Elgin County
	Essex County	Essex County
	Grey County	Huron-Perth County
	Huron County	Kent County
	Kent County	Lambton County
	Lambton County	London & Middlesex County
	London	Oxford County
	Middlesex County	Windsor
	Oxford County	
	Perth County	
	Windsor County	

APPENDIX D

ACTUAL RECRUITING RATES FOR UNIVERSITY AND COMMUNITY COLLEGE GRADUATES

The above report is an annual undertaking of the Pay Research Bureau which is part of the Public Service Staff Relations Board. This Board administers the legislation which governs the bargaining process between the Government of Canada and its employees; the Public Service Staff Relations Act.

The report is prepared from a survey of public and private sector employers situated in most areas of the country. For the 1982 report, data were sought from ninety (90) organizations.

The "rates" are based upon graduates actually hired and include cost of living adjustments where applicable. Other types of compensation such as bonuses, isolation pay, overtime earnings, shift differentials and other employee benefits are not included.

The mean rate, taken from the reports and used in this Monograph, is obtained by multiplying the number of graduates hired at each rate by the rate and dividing the sum of the products by the total number of graduates hired.

Those interested in obtaining a copy of the report(s) should contact:

Pay Research Bureau
140 O'Connor Street
P.O. Box 1525, Station "B"
Ottawa, Ontario
K1P 5V2

APPENDIX E

BASE RATE

The base rate is defined as the lowest paid classification used for qualified workers in the bargaining unit. In the case of Ontario teachers, this would be someone in Category A1 or Group 1 with two years teaching experience.

Changes in the base rate (both in percentage and monetary terms) are calculated in the following manner:

1. the base rates being compared are weighted by the total number of employees in the bargaining unit,

2. guaranteed amounts payable under cost-of-living clauses are added to the base rate. In addition, any salary adjustments, e.g. fold-ins, that are made at the end of an expiring agreement are added and this adjusted base rate is used in making calculations,

3. base rate increases are calculated from one end rate to another. Annualized rates are not used.

The Ministry of Labour, Ontario publishes base rate information for collective agreements covering 200 or more employees. In reporting base rate changes, agreements are categorized as to their duration on the following basis: 1-17 months as a year; 18-29 months as 2 years; 30 months or more as 3 years.

Reference

Ministry of Labour, Ontario

Wage developments in Collective Bargaining Settlements in Ontario